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The State of Families

2: Work and Family

FAMILY • SERVICE • AMERICA

FSA

The State of Families, 2:

Work and Family

Family Service America

Milwaukee, Wisconsin

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The three chapters of Part 2, Employment in Canada Today, are from the spring 1987 issue of Canadian Social Trends, produced by the staff of the Publications Division of Statistics Canada. They are used with permission.

Introduction

In 1984, Family Service America felt a need to compile data on family life. The result was The State of Families, 1, which presented an overview of how changing environmental trends were having an impact on family life. Included were such subjects as changing values and life-styles, new family structures, population trends, mobility, and institutional changes. We anticipated that the 1984 report would be the first in a periodic series. Now we are pleased to publish The State of Families, 2: Work and Family, which examines trends in the world of work and the economy that affect families.

As with the first report, we have turned to a futurist from the insurance field to present his perspective on the changing world of work and how it impacts on families. Once again we were delighted to engage R. Morton Darrow, Ph.D., formerly a vice president and senior officer for the Prudential Insurance Company of America, to undertake this task. During his 25 years with Prudential, Dr. Darrow's many responsibilities included strategic planning, future studies, and monitoring the political, social, economic, and technological environments. Before joining Prudential in 1956, he had served as Secretary of the Department of Conservation and Economic Development of the State of New Jersey. He currently heads his own firm, Darrow Associates, in Princeton, N.J.

Dr. Darrow's observations are based on current and future societal trends as he perceives them. The provocative material and data he has gathered are designed to raise questions and issues, not to provide answers and solutions. To supplement his overview, we have added reprints of three articles from Canadian Social Trends. These analyses of Canadian trends in employment and the labor force echo many of the same trends observed by Dr. Darrow in the United States.

Following that section is a summary of Family Service America's programs for industry, available through its National Services to Industry (NSI) division. Programs developed by NSI enable employers and employees to resolve the myriad human problems that can disrupt family life and job performance.

Families strengthen America, and America needs to strengthen families. The Family Service America (FSA) network, spread over 1,000 North American communities, is using all the resources it can muster to reinforce the delicate ties that keep families intact. In 1986, the FSA network of 7,000 professionals, supported by 10,000 volunteers in 290 community agencies throughout the United States and Canada, served more than 3,000,000 persons.

As we near the end of the decade of the 1980s, it is imperative that we attempt to keep pace with rapid societal change and its pervasive impact on families. We feel it is important to share our findings with as many people and organizations as we can. We deeply appreciate your interest in families, and we hope you find this report helpful.

Geneva B. Johnson
President
Family Service America

Part 1

Work and Family: The Future

1. Finance Capitalism in a Global Economy

Work in America is being transformed by forces whose intensity is increasing on a global scale. In turn, these changes in the workplace impact on the family. However, to see where we are going, we need to look where we have been.

The Old Corporate Environment

In retrospect, it seems clear that the period from 1946 to 1974 reflected a unique set of circumstances that may be labeled benign capitalism, or the era of corporate social responsibility. Dominating the international economic scene, the United States was able to exploit the pent-up demand for goods after the Great Depression and World War II through its technological and managerial advantages. A new set of ground rules emerged from this commanding position.

Profit became one of a number of corporate goals, taking its place alongside growth, job creation, social responsiveness, and a host of other goals. The large corporation was viewed as a socioeconomic institution whose resources and attention should be directed to its constituents--customers, stockholders, employees (and their dependents), management, community, and society. As long as a satisfactory level of profit could be sustained, management was free to pursue its other goals. Although not all corporations subscribed to this view, it became the dominant ethos of the business community by the late 1960s.

The awakening from this dream has been exceedingly rude. In the past decade, the United States has lost the huge technological edge it once had; become increasingly a part of a global economy with interdependent relationships; experienced record trade deficits and debt; and undergone deregulation and economic restructuring. Corporate goals have also been restructured; profit maximization and survival have become the primary goals of corporations. Economic mentality and the market are in the ascendancy.

The New Corporate Environment

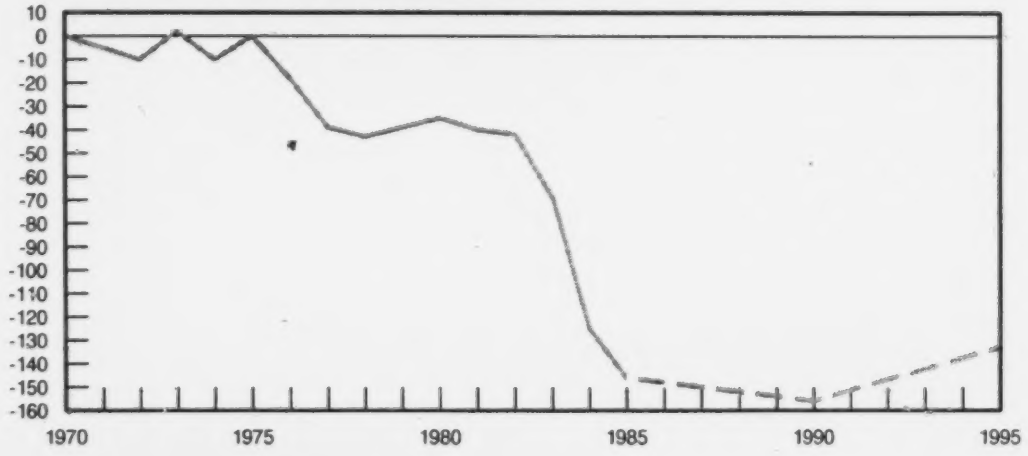
The combination of fierce foreign competition and lax regulation or deregulation has created a corporate

U.S. SHARE OF WORLD GNP AND
TRADE ARE DECLINING

	1950	1980
U.S. SHARE OF WORLD POPULATION	6%	5%
U.S. SHARE OF WORLD GNP	40%	21.5%
U.S. SHARE OF WORLD TRADE	20%	11%

PERSISTENT FOREIGN TRADE DEFICIT

Merchandise Trade Balance in Billions of Dollars



Source: The Washington Post, January 31, 1986
Projections: UWA Environmental Scan Committee

environment that will witness continuing workplace rationalization, that is, the application of scientific management to achieve maximum efficiency. Fear of unwanted acquisition or merger put wings to the rationalization process. Competitiveness, lean and mean, and downsizing have become the new terms of success. What were once sources of corporate pride--high wages, community programs, and so forth--are now frequently viewed as economically wasteful programs that must be reduced or eliminated. The corporate goal of job creation has either diminished in importance or been eliminated.

Rationalization often results in massive employee layoffs, forced wage concessions from unions, two-tier wage structures, plant closings, transfer of work and jobs overseas, middle-management layoffs, reduction in research, elimination of amenities, and investment in new technology, automation, and robotization. The fears of takeover that propel these changes are real and well-founded.

In the three years from 1984 through 1986, more than 9,000 mergers, defined as acquisitions or divestitures involving transactions of at least $1 million, occurred. More than $400 billion was involved in these deals. An immense, incalculable additional sum was spent by corporations on restructuring to avoid forced merger or acquisition. The economic price is even higher. One-half of all major acquisitions between 1972 and 1983 failed to return the capital invested in them; one-third of the mergers also failed.

Another fear relates to the global economy. Internationalization of the economy has been accompanied by a global finance capitalism. Finance capitalism is the stage of capitalism that accentuates the making of profit and deemphasizes the making of goods, delivery of services, and creation of jobs. In their search for profits, capitalists in many nations are investing vast sums of money around the world. This internationalism exerts downward pressure on wages and the standard of living in the United States. The real average income (adjusted for inflation) per family changed very little between 1973 and 1984. That average reflects large gains for the top fifth of families and lower living standards for families below median income levels.

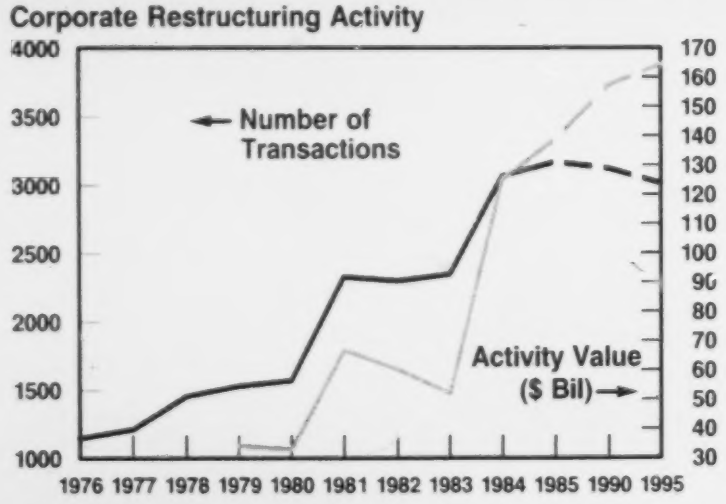
Technology, too, impacts on the workplace. We are in the midst of becoming an information society, one in which more than 60 percent of the work force

DEVELOPING NATIONS WILL HAVE THE GREATEST ECONOMIC GROWTH RATE
(WORLD ECONOMIC GROWTH--AVERAGE ANNUAL PERCENT CHANGE)

	1960-73	1973-81	1981-2000
UNITED STATES	4.2	2.3	2.4
WESTERN EUROPE	4.9	2.0	2.6
JAPAN	10.4	3.6	3.1
OTHER DEVELOPED NATIONS	5.4	2.8	2.6
DEVELOPING NATIONS	7.3	5.0	4.3
WORLD	5.4	2.8	3.0

Source: Conoco, Inc., 1983

CORPORATIONS RESTRUCTURE THROUGH MERGERS, ACQUISITIONS, AND DIVESTITURES



Source: Mergers and Acquisitions, May/June 1986
Projections: UWA Environmental Scan Committee

deals with information production, distribution, or storage. As manufacturing processes become more information-rich, the manufacturing sector of the economy retains its share of the gross national product (GNP) while continually losing jobs. More than 90 percent of new jobs created in the next decade will be in the service sector and will pay a wide range of wages. Many of the new jobs will pay less than do the jobs that were displaced during this period.

Corporate Environment and Family

In the following sections, the impact of specific anticipated changes in the workplace on American families are examined in detail. Several generalizations about this impact are in order.

It appears that a correlate of increased international economic interdependency of corporations under finance capitalism is a loss of their national and community identity. We will continue to see corporate restructuring that results in community upheavals, job losses, human dislocation, and the closure of profitable companies that could not meet new profit criteria. The negative effects on families are both immediate and long lasting. It should be mentioned, however, that other families profit when improved or advanced technology facilities are located in new communities, under domestic or foreign ownership.

One result of corporate restructuring is an economic squeeze on middle management, the middle class, and consequently the family. Social agencies are increasingly seeing first-time clients, formerly members of the middle class, come through their doors with problems associated with lower-class poverty. For the past thirty years the middle class has been a tenuous anchor for traditional values and forms. That anchor is being further weakened.

Finally, recognition must be given to the complex developments in the workplace during the past ten years. If the new spirit of finance capitalism is growing, not all corporations are completely captured by it. Some corporations that have had large layoffs and wage decreases have expanded their child-care and employee-assistance programs. Other corporations have made drastic moves to become lean and mean while increasing their corporate giving. Regardless, the family is affected by these economic changes.

2. Values

Changes in the workplace affect individuals' attitudes toward work. More subtly, changes in attitudes toward work affect the relationship between the workplace and family life.

Historically and currently, the values surrounding work in America are diverse. For some Protestant sects, work is more than just ordained by God; work is the purpose of life. More than prayer and good deeds, it assures salvation. A much larger group subscribes to the belief that work is here for people to do, and people are here to do work. The sources for this belief can be either religious or secular. For another small group--the workaholics--work is everything in life and all other values are sacrificed.

Second in numbers only to the believers in the work ethic are those who subscribe to the instrumental value of work. You work in order to earn the money that will get you the things that you want out of life. A much smaller group does not like work, tries to avoid it, and feels it is a distasteful practice. Membership in this group has come for the most part from both ends of the social scale. Finally, another group feels that work is evil or the bane of humankind's existence. They split into two subgroups: (1) the technologists who seek through science and automation to break the chains of labor and free people for higher pursuits and (2) those who renounce material possessions to seek inner knowledge and oneness with the cosmos. Work and what it brings are evil distractions from the path of truth.

Family Values vs. Work Values

For a majority of Americans, however, work is central to their identity, their self-esteem, and their life goals. That centrality, however, is shifting in the face of competing values and institutions. One good measure of centrality is time. Agricultural man with a life span of thirty-five years spent one-third of his life working. In sharp contrast, modern industrial man, with a life span of seventy years, spends 10 percent of his life working, 34 percent sleeping, 3 percent eating, 6 percent in formal education, and 39 percent in

creative and leisure activities, including childhood play.

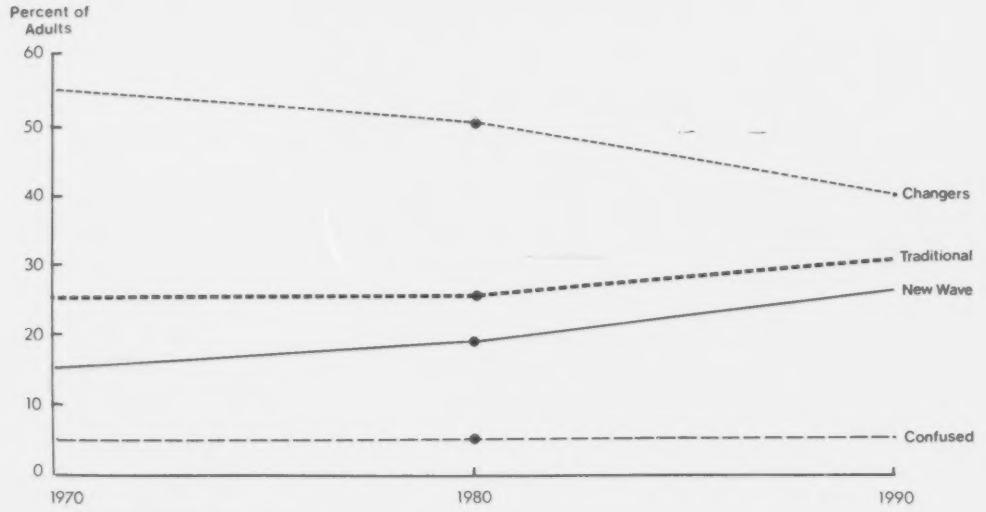
With the trend toward extended periods of formal education and greater election of early retirement, the years spent working will decline further. At the qualitative level, a poll taken in Sweden ten years ago may portend the direction of American attitudes toward work. In answer to the question, "What gives your life the most meaning--your family, your work, or your leisure?" which was asked of men eighteen to fifty-five years old, the following responses were given: family, 41 percent; work, 17 percent; and leisure, 27 percent. In a poll taken twenty years earlier in Sweden, the percentage of those who chose work was double.

Until very recently, family values and work values have not been viewed as hostile to each other by most Americans. A 1980 poll found that only 26 percent of respondents rated business and industry as unfavorable forces on family life and a mere 10 percent of the sample listed "conflict between job and family responsibilities" as one of the three most important problems facing their families.

Looking ahead, we see value conflicts between job and family responsibilities looming larger than these statistics indicate. Neither society nor women have been able to resolve the role and value conflicts ensuing from the massive entry of women into the work force, the redefinition of the family and the legitimization of various living arrangements, and raising children. For women who seek self-fulfillment through family and motherhood, the path is clear; likewise for those women who choose work. However, women who want work, family, and motherhood may find it difficult to perform all roles adequately. Although a majority of mothers are in the work force, institutional support such as adequate child-care facilities is often lacking, as is back-up support for housework from other family members.

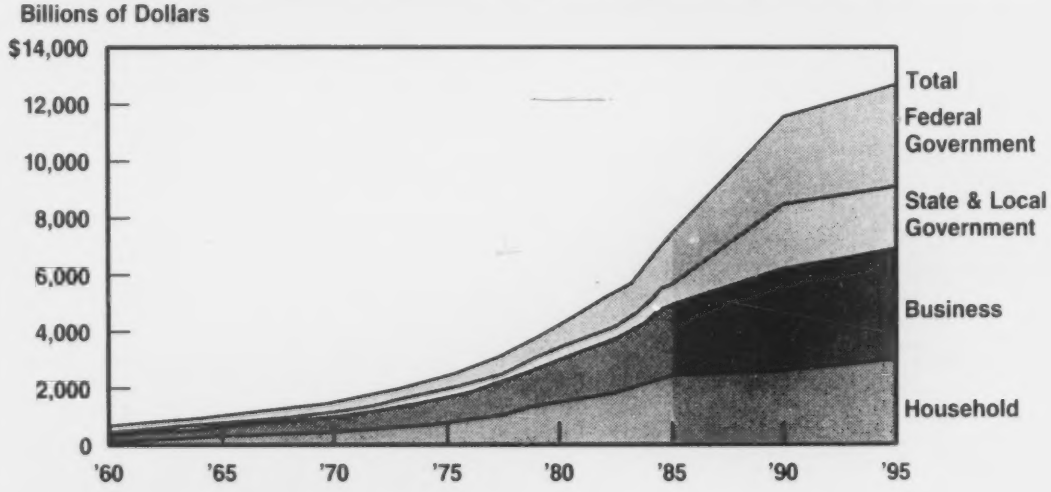
Men, too, are torn by conflicts between family and work values. Many men in the work force believe that they sacrificed their careers and ambitions for the sake of their families by forgoing educational opportunities in order to earn a living, choosing existing occupational opportunities rather than holding out for the ideal job, refusing transfer and promotion to other parts of the country, or turning down risky opportunities for the sake of family

SHIFTING VALUES GROUPS



Source: Darrow Associates, 1983

DEBT CONTINUES TO GROW IN ALL SECTORS OF THE ECONOMY



Source: The Conference Board, May 1986
Projections: UWA Environmental Scan Committee

security. For both young men and women, a growing temporary solution to such role conflicts is to postpone or avoid marriage while pursuing a career, though they may live together in the meantime.

Response of Families and Corporations to Value Conflicts

Loyalty among workers is lessened as corporations push wages down, reduce employee benefits, and initiate massive layoffs in businesses whose previous policy provided employment for life. Downsizing does not improve loyalty, even among those who retain their jobs. Similarly, loyalty within the family is also threatened, as is indicated by increased incidence of divorce, low compliance rates for child-support and alimony payments, and high marital-desertion rates.

The issue of frugality is also under intense pressure in both the corporation and family. Corporate and personal debt are at their highest levels (as a percentage of GNP) since World War II. Although public attention has focused on the federal deficit, in the past few years personal and business debt have grown at a faster rate than has governmental debt. The total of all debt is expected to rise from $8 trillion in 1985 to $14.4 trillion in 1990.

Institutions will continue to find it difficult to adjust to these value conflicts and changes. Business lags behind in acceptance of single-parent families, dual-career families, cohabitants, divorced people, homosexual and lesbian relationships, child care, and flexible hours. At the root of this resistance to adaptation in many corporations is the belief that many of these societal developments are morally wrong and that the traditional family should be encouraged.

Many aspects of finance capitalism will make it difficult for middle-class familes to provide their children with a positive value orientation toward the workplace. New messages are being given to children that are not congruent with many of the traditional precepts of American life: Making money is more important than making something or performing a service; luck is more important than hard work; business ethics are different from commonly accepted personal morality.

The apotheosis of the market is causing its values to penetrate further into institutions with

formerly strong altruistic bases, such as education and health care. The family, too, may become more vulnerable to market thinking in its allocation of resources to family members. Fewer families may be guided by the principle "From each what they can give, to each what they need." Instead they may be guided by negotiation and distribution of assets proportionate to contributions received.

Will the needs of the work force and the workplace mesh better in the 1990s than they did in the past two decades? Let us examine workplace needs first.

We will see the continuance of the following trends in the workplace: further shift from a manufacturing to an information/service economy; new technologies requiring relatively few people with professional and technical skills, many relatively low-paid operators and maintenance people competing with foreign pay levels; regional shifts and imbalances in employment opportunities; rapid obsolescence of professional and technical skills; a roller-coaster economy proceeding through two or more recessions; growth of entrepreneurialism and new businesses accompanying the downsizing of major corporations; and finance capitalism promoting a search for profits that accelerates business restructuring.

Demographically, the work force of the 1990s will increase at the slowest rate since the 1930s, dipping to an annual growth rate of 1 percent by the year 2000. Workers aged sixteen to twenty-four years constituted 20 percent of the work force in 1985. This figure will decline to 16 percent by the year 2000, creating opportunities for minority youth in entry-level positions.

Women in the Work Force

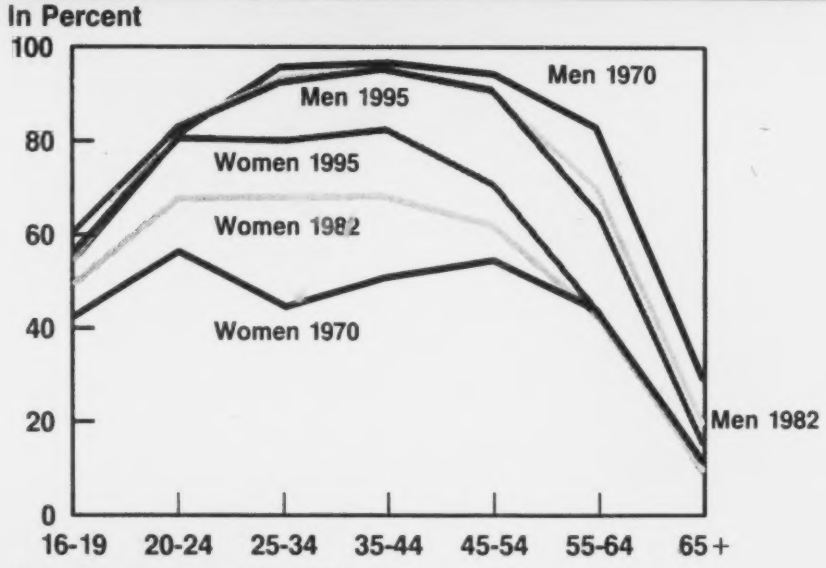
The percentage of women participating in the work force is expected to rise from the current 55 percent to more than 60 percent by the year 2000. With men's participation rates declining, women should constitute 48 percent of the work force by the year 2000. The kind of jobs they will perform in the workplace presents a mixed picture. On the one hand, women will continue to dominate traditional "female occupations": in 1986, women made up 74 percent of teachers, 87 percent of librarians, 96 percent of nurses, and 99 percent of secretaries. Pay levels in these jobs traditionally lag behind salaries in male-dominated occupations of equivalent skill, responsibility, and educational levels. What distinguishes women-dominated occupations is the relative ease with which women can withdraw and

reenter the workplace for purposes of having children. For this "benefit" the labor market exacts the price of lower compensation and poorer advancement opportunities for women in these fields.

On the other hand, women's representation will continue to grow rapidly in a number of male-dominated professional and managerial occupations: law, medicine, architecture, computer science, and business management. In other prestigious occupations--college teaching, business executives, and general managers--the growth has been slow but steady.

Women enter the workplace from all types of family situations. In 1985, work-force participation rates for married women were 48 percent with no children at home, 68 percent with children from six to seventeen years of age, 54 percent with children younger than six years, and 49 percent with children younger than three years. Of all households with married couples and children, 61 percent have two wage-earners in the family. The traditional family of a married couple--the man the wage-earner, the woman the homemaker--with two or more dependent children presently constitutes less than 7 percent of all

NUMBER OF MEN AND WOMEN IN LABOR FORCE CONVERGING 1970 TO 1995



Source: American Demographics, March 1984

households, and this proportion will not increase in the 1990s.

The increased opportunities for women to enter the work force is probably the most important reason for increases in never-married rates, incidence of divorce, number of single-adult-with-children households, and number of households with nonrelated individuals. The pulls of career, self-fulfillment, and economic independence are often accompanied by the threat of decreases in standard of living and dissatisfaction with the role of homemaker. Full-time jobs are held by 70 percent of working mothers.

How has the workplace adapted to the needs of women workers? At best, adaptation has proceeded haltingly and inadequately. From a family perspective, a number of useful benefits could be provided, including flextime, child-care assistance, flexible leave policies for both sexes, job-sharing programs, and employee-assistance programs. Flextime is the least costly of these programs. Using the rate at which flextime policies were initiated during the 1970s, a period of benign corporate social policy, less than one-third of the work force will be able to elect flexible work schedules by the year 2000.

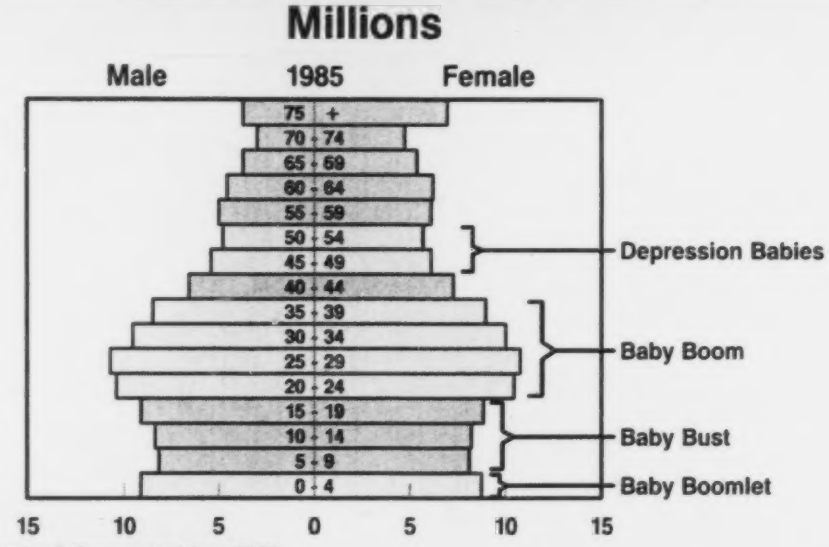
As many as 25 percent of the women in corporate managerial positions have responded to this lack of assistance--pressures of managing, perceived inequities in pay and promotion relative to men, and stresses of family life--by leaving the corporation, by opening small businesses, or by raising a family. Getting ahead in the corporation calls for familial sacrifices by women; the majority of women who have risen to officer level are married but childless.

Baby Boomers

Roughly half the work force comes from the 80-million-strong "baby boomer" generation, individuals who were born between 1946 and 1964. Six percent of this contingent are young urban professionals (yuppies). They have done well financially in today's workplace, and the 1990s hold no terror for them. Of all yuppie marriages, 78 percent are dual-career households, compared with 58 percent for all baby-boomer marriages. Through the 1990s, yuppies should continue to have few or no children.

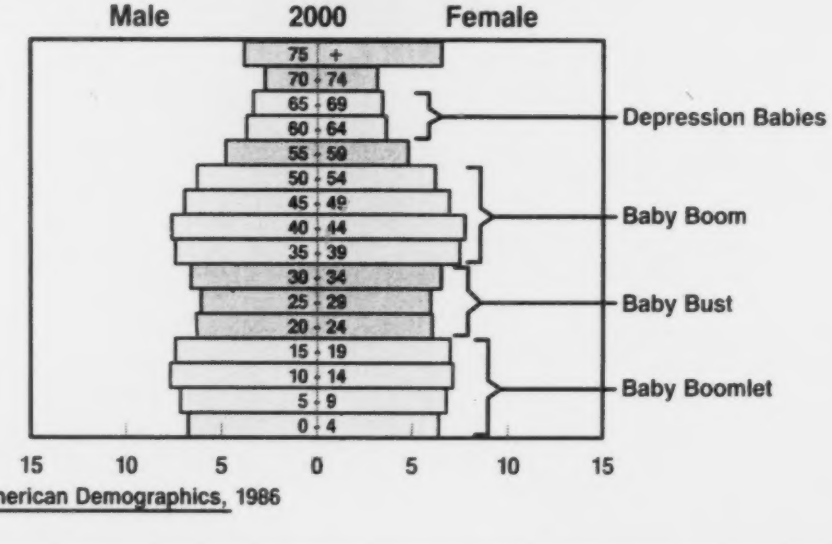
One-third of the baby boomers may be termed "new collars," those who hold occupational positions below upper middle management and professionals and above

CHANGING AGE AND SEX DISTRIBUTION OF U.S. POPULATION



Source: American Demographics, 1986

CHANGING AGE AND SEX DISTRIBUTION OF U.S. POPULATION



Source: American Demographics, 1986

blue-collar workers. Many of the new collars have some college education but no degree. They are the middle class of the baby boomers, earning between $15,000 and $30,000 annually in early-1980s dollars. They hold more traditional values toward the family and get married and have more children than do yuppies.

The remaining baby boomers are those who have not done well in the workplace or who are in blue-collar occupations, many of which are in the service sector. The baby boomers had the misfortune to come of occupational age in vast numbers at the wrong stage of the economic cycle. The period from 1973 to 1983 was particularly rough on this generation. Yearly earnings for all baby boomers younger than thirty-five years of age declined 15 percent during this period. Adjusted for inflation, in 1983 the average thirty-year-old male individual earned 10 percent less than his father did at the same age. Moreover, today's young families have only slightly more income than did their counterparts in the 1960s, even though the percentage of working wives increased from 29 percent to 62 percent. Their lot should improve during the 1990s. However, the trend among families to economize by having smaller households and fewer children should continue, dipping to an average of 3.07 persons per family in the year 2000.

The mismatching of workplace-skill needs and work-force qualifications should continue through the 1990s. Labor-market mechanisms operate to perpetuate underemployment of vast numbers of workers while shortages of critical skills occur simultaneously. One form of underemployment is the continuing growth of part-time jobs, now more than 20 percent of the total number of jobs. From a family perspective, this development is helpful; full-time working mothers frequently cite a part-time job as a desired option.

Thus the demographic changes in the work force in conjunction with the changing needs of the workplace have created enormous problems for the family. Both the family and the workplace must adapt to these changes--the family by developing new values and relationships to meet their changing roles and conditions and the workplace by providing a better environment and more realistic benefits to meet the current and future needs of the family.

4. Compensation and Employee Benefits

Compensation and employee benefits affect the way in which families are able to respond to both their inner and outer environments. The following examines these issues and their effects on the family.

Wage and Salary Compensation

Average wage and salary increases over the next decade should show the same modest growth (approximately 4 percent) that they exhibited in the past three years. These averages, however, mask a growing inequality in income distribution. Although the spectacular incomes of selected yuppies may draw public attention, what is happening to middle-income groups is more pertinent. The proportion of households with an annual income between $19,000 and $47,000 in constant 1986 dollars decreased from 52 percent to 44 percent from 1978 to 1986. One-third of those who were displaced joined the upper-income groups and two-thirds fell out of the middle class.

Further differences in income will persist on a regional basis. The bicoastal prosperity split of California and the East Coast, sixteen states with 42 percent of the population, accounted for 70 percent of the economic growth from 1981 to 1985. During this period, average wages in the heartland states declined significantly compared with wages in the bicoastal states.

Upward pressure on wages should occur due to the changing age composition of the work force, labor shortages in new technologies, and a moderate 2 percent annual increase in GNP. Downward pressure will occur because of the increased internationalization of the economy, finance capitalism's squeeze for profits, and structural changes in the economy. The result will be a pessimistic shift in expectations of future income and standard of living. In 1970 mortgage payments took 17.9 percent of the median family income; in 1986 they took 29 percent. In 1970 the average annual cost of attending a four-year private university was equal to 29.6 percent of the median family income; in 1986 the cost had risen to 40.4 percent despite the fact that many more of these families had two wage earners in 1986.

The new ethic that drives compensation plans today can be observed through the concessions obtained by management from labor unions. Two types of bonus plans will be increasingly employed during the next decade: (1) an annual bonus based on year-end profits and (2) bonuses linked to either individual, unit, or line-of-business performance as measured by contribution to profitability. Both types are viewed as cost-control plans that keep a fix on base salaries.

Women's compensation should see marked gains. Measured in constant 1985 dollars, women's average annual earnings rose only slightly, from $15,500 in 1973 to $16,000 in 1986. Greater absolute progress is foretold by the rate at which women are entering the more lucrative professional fields. Women earned 30 percent of all medical degrees in 1985 compared with 13 percent in 1975; earned 21 percent of dentistry degrees compared with 3 percent in 1975; and earned 38 percent of law degrees compared with 15 percent a decade earlier.

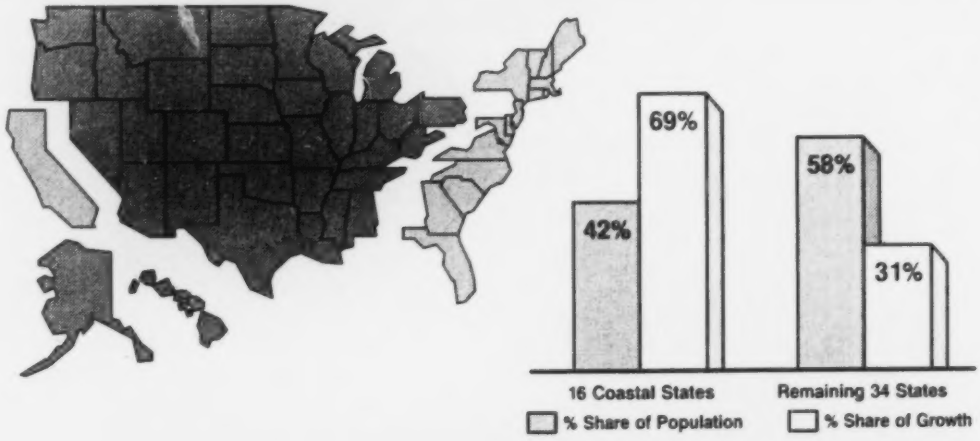
On a comparative basis, inequities will remain. Women's earnings, on the average, equal 64 percent of men's earnings--an increase of 4 percent from 1960 to 1980. Currently, women enter the work force closer to equity; women aged twenty to twenty-four years of age earn 85.7 percent of what men earn. However, the gap widens over time: women aged twenty-five to thirty-four years of age earn 75 percent of men's earnings, and the percent continues to decrease with age. These figures indicate the weight of women-dominated occupations such as teaching, nursing, and social services, which are relatively flat occupations that offer few opportunities for advancement. These fields also have pay levels lower than those of male-dominated occupations with similar skills, educational requirements, and responsibilities.

Changing conditions will continue to highlight the issue of equal pay for jobs of comparable worth. At heart, this is a family issue. Four major reasons are offered by those who defend or explain wage differences:

1. The market determines fair value for jobs and any intervention would make things worse.
2. Women are only temporary workers.
3. Women earn supplemental income.
4. Women interrupt their careers in order to bear children.

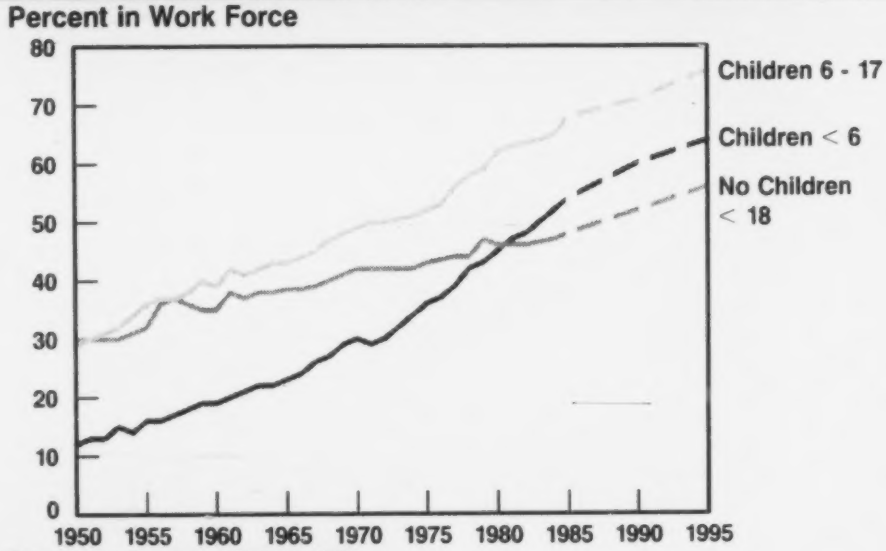
THE BI-COASTAL ECONOMY

Geographic Concentration of Economic Growth 1981 to 1985



Source: Democratic Staff of the Joint Economic Committee of the U.S. Congress; July 1986

CONTINUING GROWTH OF MOTHERS IN LABOR FORCE 1950 TO 1995



Source: Population Resource Bureau 1984
Projections: UWA Environmental Scan Committee

The market argument is overly optimistic and assumes that all will turn out for the best. The temporary character of female employment is belied by high work-force participation rates. The supplemental income argument does not hold for the growing numbers of single women, divorced women, and female heads of households with children, and it is considerably weakened by the many dual-career families who depend on two incomes. Lastly and inescapably, women do bear our society's children. Should society or women pay the cost of having a family? Wherein lies equity?

Employee Benefits

Trends in employee-benefit packages parallel developments in compensation, although they have a more direct effect on families. Health insurance and pensions dominate the benefits scene because of their high costs; efforts to trim programs or provide less expensive alternatives will continue. Medical costs will increase as a percent of GNP and so will the trend toward higher coinsurance levels, larger deductibles, and the trimming of dependent coverages. Families are being asked to pay more of the costs for benefits.

There are trade-offs for the family in the slowly growing development of "cafeteria" benefit plans. On the surface, these plans are ideally suited for the many new types of families in American society; they offer a wide choice of benefits to meet situational needs that differ from those of the traditional family on which old benefit plans were modeled. In this age of profit maximization, however, such plans are at times used to cut costs by establishing new equivalencies and terminating costly benefits.

Employee leave, paid and unpaid, is a burgeoning issue. Maternity/paternity leaves will be in the forefront for some time. First, sick leave will be mandated as an unpaid benefit, and later it will be debated as a paid provision. The issue of leave to take care of ill children or parents will also be debated. American working women can expect to spend more years caring for an aging parent than for a dependent child. Adult children provide within their homes the vast majority of helping services to the elderly.

Finally, the provision of child-care benefits will increase. Even now, approximately 2,000 employers provide some of the following:

- o On-site or near-site care
- o Subsidies or vouchers
- o Discounts
- o "Cafeteria" benefit plan choice
- o Information/referral services
- o Sick-child care through on-site infirmaries or through in-home visiting nurse service
- o Parental sick leave

A study of conditions in 1984 showed that of 24 million children who were younger than fourteen years and had working parents, 23 percent were in family day care, 6 percent were in child-care centers, 42 percent were cared for by relatives or though other arrangements in their own home, and 29 percent were under self-care. The percent in child-care centers should double by the year 2000 if backing by business creates professionalism and higher pay in the centers.

Changes in employee benefit plans will have a mixed effect on the family. On the one hand, employers will offer more comprehensive benefit plans to meet the needs of the family. On the other hand, workers will be asked to share the costs.

5. Employment and Unemployment

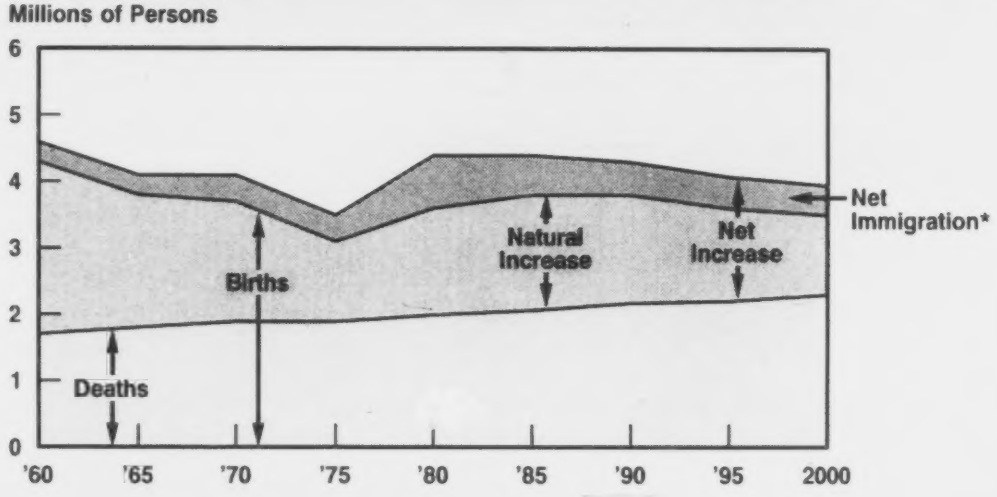
The age composition of the United States population creates the apparent paradox that although unemployment hovers around the 7 percent mark, a larger proportion of the total population is working now than ever has worked before. Work-force growth is expected to slow during the next decade to an annual growth rate of 1.1 percent, resulting in a total civilian labor force of approximately 130 million in 1995. Eighty percent of the new entrants to the work force during this period will be women, minorities, or immigrants.

Regionally, employment growth should favor the West and the South, particularly after these regions recover in the early 1990s from the energy-industry doldrums. Other sections of the country have older populations and lower proportions of husband-wife households that have most of the children who will enter the work force. Regional mobility of workers flowing to jobs should be enhanced by computer networks and governmental reform of inadequacies in the current system. These movements, however, presage increased stress on the family in that many families find regional change to be a traumatic experience. Leaving friends, relatives, neighbors, churches, community associations, schools, and support agencies puts additional pressure on families that have already undergone the stress of unemployment.

International competition, technological changes, finance capitalism, corporate restructuring, and governmental policies will continue to change the occupational composition of the work force through the year 2000. The 5.1 million workers who lost jobs during the period 1981 to 1986 because of plant closings, layoffs, and elimination of positions are going to be followed by millions more. What happened to these 5.1 million workers is worth examining. Out of every 100 workers

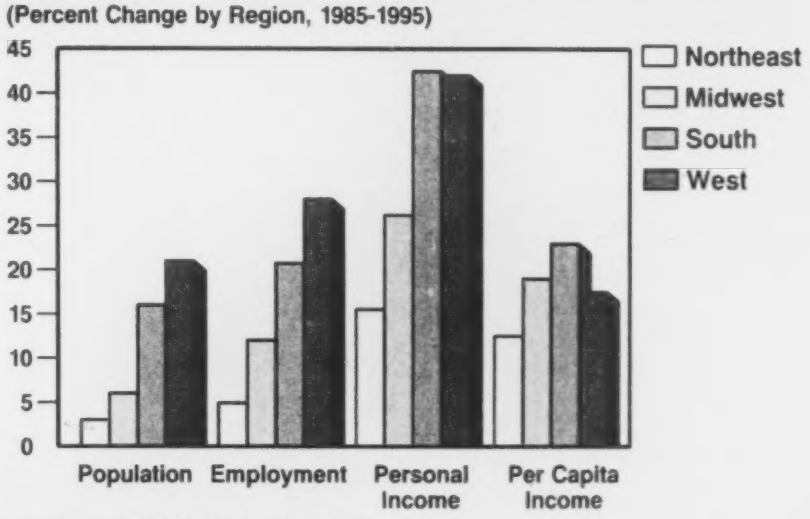
- o Fifty-one got full-time jobs. Of these,
  - Fourteen found new jobs that paid at least 20 percent more than the lost job paid
  - Twelve found new jobs that paid the same or up to 20 percent more than the lost job paid
  - Seven found new jobs that paid less than but within 20 percent of that which the lost job paid

SLOWING POPULATION GROWTH FOR REMAINDER OF CENTURY



*Immigration Assumed at 450,000 Per Year from 1985 to 2000.
Source: U.S. Census Bureau, 1986

POPULATION AND EMPLOYMENT GAINS GREATEST IN SOUTH AND WEST



Source: American Demographics, November 1985

  - Fifteen found new jobs that paid at best 20 percent less than the lost job paid
  - Three could provide no pay data
- Sixteen obtained part-time jobs
- Eighteen are unemployed
- Fifteen left the work force

The 5.1 million workers came from all parts of the corporate pyramid. More than one million were middle managers whose annual income exceeded $40,000. Between one-half and three-fourths or more senior executives lose their jobs in acquired companies by the third year of takeover.

Secondary Labor Market

At the bottom of the employed work force is a mix of low-paying full- and part-time jobs. Of the non-elderly poor, two-thirds live in households with at least one worker and one-fifth live in households with two or more workers. Most poor adults aged twenty-two to sixty-four years either work or are actively looking for work in what has been labeled the secondary labor market.

The secondary labor market is characterized by low wages, poor working conditions, considerable variability in employment (both seasonally and by work week), little job security, arbitrary discipline, and little opportunity for advancement. Each of these characteristics is antithetical to the shaping of a stable, healthy family. The growth of well-paying, interesting, challenging high-tech jobs will be accompanied by an increase in family-damaging, secondary-market jobs.

The number of part-time jobs, which presently represent more than 20 percent of all jobs, will also grow. Thirty percent of part-time workers desire full-time employment; the remainder are employed part time by choice. From a family perspective, the availability of part-time work is a boon for women, at least many women indicate such. Current trends are paradoxical, however. Among women, full-time workers are increasing faster than are part-time workers. Among men, the reverse is true.

By the year 2000 more than 1.5 million jobs will be filled each day by temporaries, as opposed to the current level of 700,000 jobs. Temporaries can be found in all sizes of business and in all skill levels. Businesses also use other methods to reduce

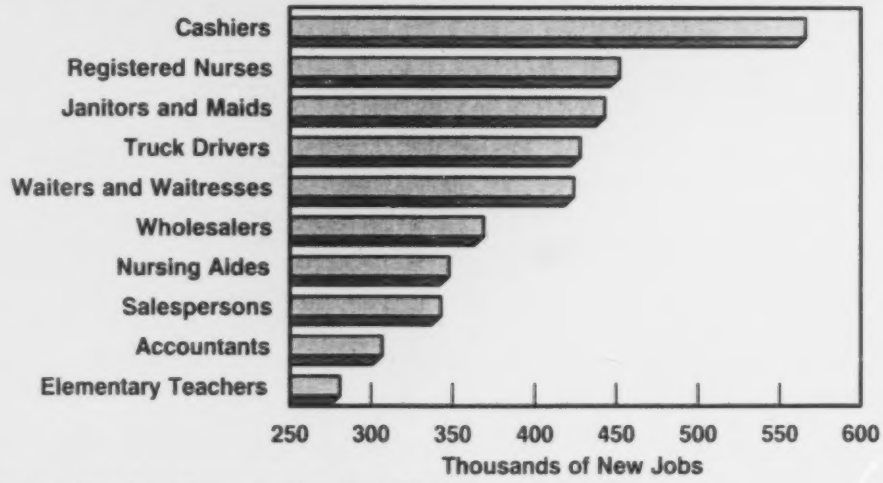
JOBLESS* VS. UNEMPLOYED

*Jobless - Have Quit Looking for Work or Working Part-Time But Want Full-Time Jobs.

Source: Council on International and Public Affairs, February 1986
Projections: UWA Environmental Scan Committee

MOST NEW JOBS IN TRADITIONAL OCCUPATIONS

(Fastest Absolute Growth, 1985 to 1995)



Source: American Demographics, April 1986

the number of permanent staff who receive employee benefits. Corporations contract for services, lease workers from employee leasing firms, and hire consulting firms to perform services that include management functions. These developments should, in theory, assist families by providing parents with more options for part-time work and with more jobs of limited duration that give people the freedom to reenter the work-force. They constitute a contingency labor pool that will continue to grow.

Unemployment and Retirement

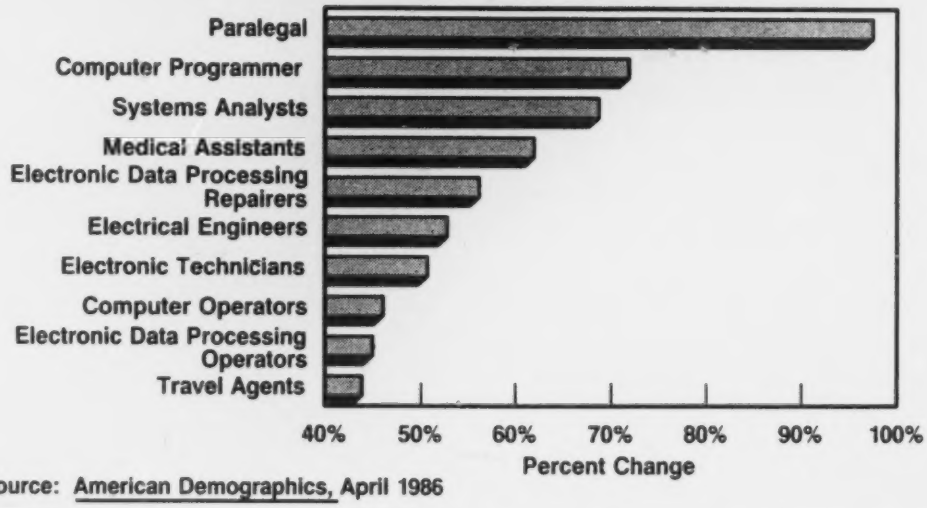
In evaluating the situation of unemployed persons up to the year 2000, one of the following three scenarios may occur. In the first scenario, "the window of opportunity," the coming shortage of entry-level workers will create the opportunity to integrate formerly intractable, problem-unemployed persons into relatively high-wage positions through skill-enhancing educational and training programs. Government programs would target minority and disadvantaged workers. The second scenario projects a status quo future in which new technologies, such as material deposit and opto-electronics, create additional jobs to balance jobs lost abroad and to downsizing operations. The third, a ratchet scenario, is based on the fact that after every major recession of recent years, the level of unemployment came down to a level higher than it was in the previous recovery period. This scenario calls for the same phenomenon to recur in the 1990s.

Long-term involuntary unemployment damages the health of families. Studies consistently find that loss of work causes chronic disorganization in the lives of parents and children and that it leads to deteriorating attitudes toward the future, home, and the community. Family life becomes dead and meaningless. Physical and mental health decline. More families join the homeless.

On a more positive note, the majority of retired workers should continue to enjoy the affluence afforded by Social Security, private pension plans, savings and investment, and real estate appreciation. Although in 1986 federal legislation ended mandatory retirement for nearly all workers, the number of people who take early retirement from full-time jobs coupled with increased part-time employment should continue to increase.

FASTEST GROWING JOBS IN TECHNICAL AREAS

(Fastest Relative Growth, 1985 to 1995)



Source: American Demographics, April 1986

6. Government

Even in the American market-driven economy, the impact of government on the workplace is pervasive because of the multiform nature of the interaction. Government sets fiscal and monetary policy; determines the rules of the economic game, for example, in contract law and corporate chartering; and acts as a customer, employer, donor of services and funds, and regulator. In the absence of a national family policy, these roles are played with nothing to coordinate their impact on families.

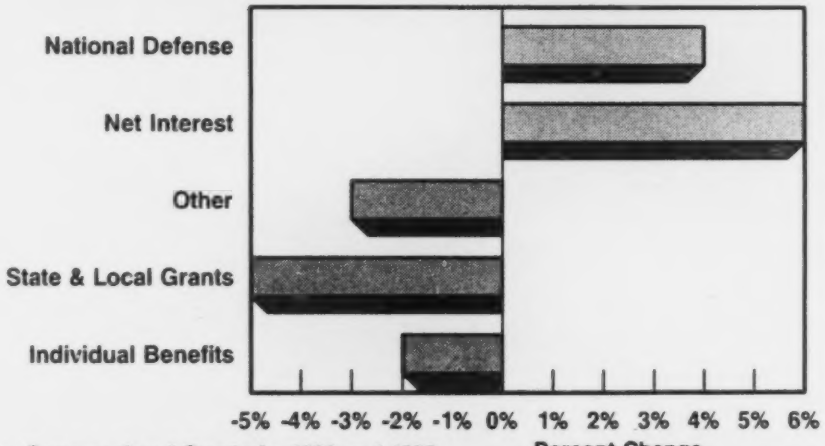
The fiscal and monetary policies of the 1980s served to drop inflation rates sharply, raise unemployment levels, curb wage increases, raise investment income, create massive federal budget deficits and international trade deficits, and promote a slow but steady annual increase in the GNP. An economic environment was created in which many families discovered that their standard of living could be maintained only by assuming greater debt and by adding to the number of workers in the family. Large families will be helped in the future by the provision in the Tax Reform Act of 1986 for exemptions of $2,000 per head indexed for inflation after 1988. The post-Reagan era should see policies that raise taxes, reinstitute enforcement of antitrust laws, and continue the decentralization that increases the importance of state government.

Government as Customer

Government as customer is best measured by size of budget. At all levels of government, spending is higher than ever in both absolute and constant dollars, having reached a total of $1.4 trillion by the end of 1985. This figure represents about 35 percent of the GNP--a figure that is historically high for the United States during peacetime but low compared with similar figures for Western European industrialized countries. In the federal budgets from 1981 to 1987, major shifts in spending occurred. Entitlements, defense spending, and interest payment on the debt of more than $2 trillion made up 85 percent of the budget; all other programs, including social programs and cost of administering government,

CHANGING COMPOSITION OF FEDERAL SPENDING

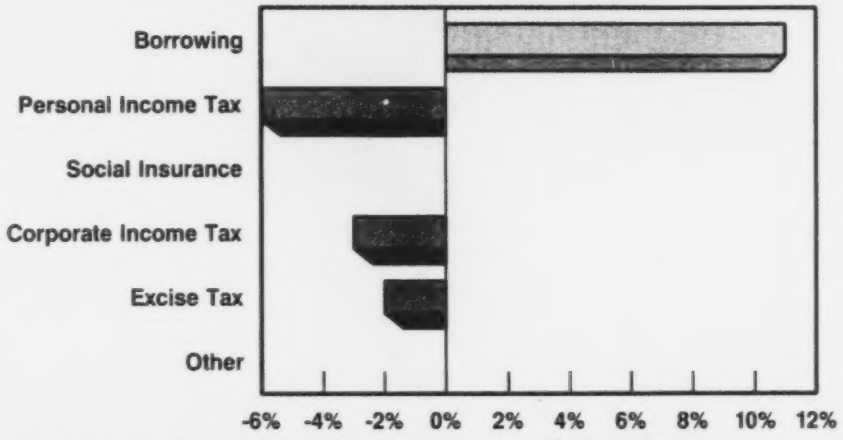
Comparison of Presidents' Budgets for Fiscal Years 1981 and 1987



Source: Congressional Quarterly, 1980 and 1986

CHANGING SOURCES OF FEDERAL REVENUE

Comparison of Presidents' Budgets for Fiscal Years 1981 and 1987



Source: Congressional Quarterly, 1980 and 1986

made up only 15 percent of the budget. During this period, defense spending increased more than 80 percent and social programs were cut by 35 percent. Federal government support for nonprofit agencies, many dealing with family-related problems, was also cut 35 percent. Agencies providing employment and training services were cut by more than 70 percent.

A developing national consensus foretells a reversal of these trends in the decade ahead. The proportion of defense spending to social-program spending will shift toward the latter. Among the social programs that receive more money will be progams that help people find jobs, train and upgrade the work force, and integrate minority and disadvantaged workers into the work force.

Government as Employer

Government as employer has a stabilizing effect on income distribution in that the number of employees does not fluctuate wildly with economic cycles and wages are contained in a narrower band than they are in the private sector; that is, lower-skilled government workers earn more than do their private-sector counterparts, middle-skilled workers earn about the same, and highly skilled workers earn much less. Governmental employment is also probably a greater help to black middle-class families than it is to white families. In absolute numbers, government employment has been increasing. In 1984, approximately 9.6 million people were employed by local government, 3.9 million by the state, and 2.9 million civilians by the federal government, for a total of 16.4 million. In relative terms, however, the 1980s has been a period of decline in government employment. In 1979, 620 persons per 100,000 population were employed by the government; in 1985, only 591 per 100,000 were employed by the government.

This downward trend should continue. Privatization of governmental services is still gathering steam, and contracting remains a popular alternative to a more visible permanent staff. The bellwether service to watch is public education. We should expect continuing efforts to privatize education through voucher systems whereby public funds can be used to offset some of the tuition cost of private schools. Advocates hope that voucher systems will strengthen the family and traditional values.

Government as Regulator and Protector

Government as regulator and protector is in a confused state. From 1981 to 1987, major deregulatory legislation was passed at the federal government level. In addition, conservative ideologues were appointed to regulatory agencies with the avowed purpose of crippling or eliminating the regulatory functions of the agencies. Among the agencies affected by deregulation that deal with the workplace are the Occupational Safety and Health Administration, the Environmental Protection Agency, and agencies dealing with equal employment opportunity. Arrayed against the disabling of these deregulated agencies has been Congress, the courts, and the labor union movement. The media support this opposition by chronicling disasters and other ill effects caused by deregulation.

The future should see continued conflict in the sensitive areas dealing with the workplace and the family, particularly children and women. Special legislation protecting the employment of children and women has been in place for decades. Now economic and technological changes in a global economy are causing these protections to be reconsidered. Should youth be exempt from minimum-wage regulation? Should youth receive on-the-job, noncompensatory apprenticeship training? Should limitations on hours and place of employment be eliminated? Should women be free to perform any work at home?

In addition to these questions, the agenda for the future will include pressure for stronger regulatory action in the workplace to protect pregnant women, to prevent long-term exposure to hazardous substances, to redesign work stations and work flow to lessen employee stress, and to protect workers' job rights. In its protector role, government will push for legislation that mandates temporary disability insurance for working women in the forty-four states that do not have this provision and for legislation that provides nonpunitive parental leave after childbirth.

To conclude, will the United States adopt a national family policy that will inform its actions regarding the workplace? The separation of powers, checks and balances, entrenched bureaucracies, and the federal system work against the likelihood of this

occurring. However, a presidential campaign will likely create a great deal of rhetoric that revolves around promoting the family and its values. In the postelection period, after an initial burst of legislation that provides such benefits as voluntary schooling for children two years of age and older who have working parents, family issues will be treated much as they are today. After all, in what ways did our national policy of full employment guide us during the past seven years of high unemployment?

7. Minorities

The link between success in the workplace and the role of family is more pronounced among minorities than it is in the white majority. The following examines the three largest ethnic minorities: Asian Americans, blacks, and Hispanics.

Asian Americans

Asian Americans are the fastest growing minority, having increased 141 percent in the 1970s and another 50 percent between 1980 and 1985. In 1985, they numbered 5.1 million, or 2.1 percent of the American population. Most Asian Americans fall into six major groups. In order of size these groups consist of Chinese, Filipinos, Japanese, Indians, Koreans, and Vietnamese. By the 1990s, the Filipinos will probably replace the Chinese as the largest group, and the percentage of Japanese Americans will decrease.

Median family income for the six major Asian-American groups in 1980 was $23,600--almost $3,000 more than the median figure for white families. A partial explanation for this difference is the greater percentage of Asian-American families with two workers (63 percent vs. 55 percent). A more complete explanation points to the distinct achievements of Asian Americans in science and technology, the performing arts, the service sector, and entrepreneurial activities. The income averages are weighted down by the relatively large proportion of newly arrived immigrants and by the large numbers of Indochinese who have not done well.

Analysts of the Asian-American success story agree almost unanimously on the key role played by family and education in their success. Fertility rates are low as families aim toward upward mobility. Families are strong and stress Confucian-Puritan values of discipline, dedication, hard work, deferment of gratification, and education. Much attention has been paid to the high proportion, given the small size of the group, of Asian Americans who attend prestigious colleges and universities. Greater significance should be attached to the fact that in 1980, 35 percent of Asian-American adults older than twenty-five years were college graduates compared with 17 percent of white adults.

Future workplace trends point to even greater economic success for Asian Americans. They are over-represented in entrepreneurial and high-tech areas with high growth potentials. However, the key questions for Asian-American families is whether success will spoil the family dream. We believe that the long-term answer to this question is yes, if Asian Americans follow the footsteps of preceding generations of high-striving immigrants and become assimilated mainstream Americans.

Blacks

Blacks are the largest minority group in the United States, with 12 percent of the population in 1985. Between 1980 and 1985, the black population grew 8.2 percent, due mostly to a high teenage fertility rate.

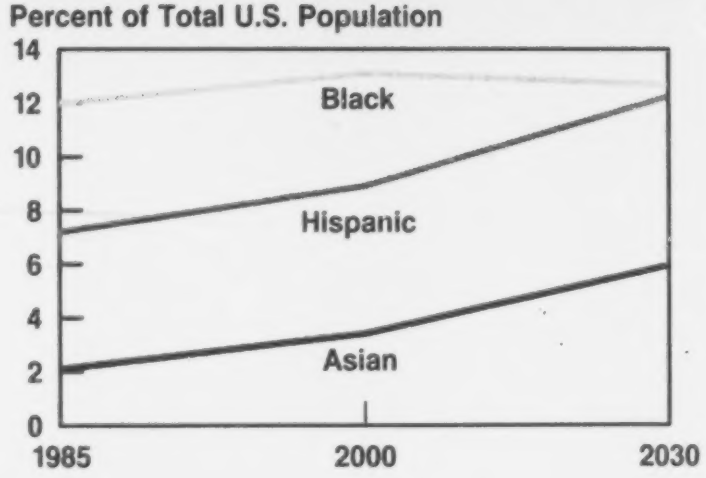
Black economic progress has been mixed. Notwithstanding major economic gains by blacks during the past forty years, the median net worth of black households in 1984 was $3,397--one-eleventh of the median of $39,135 for whites. Of 9.5 million black households, 30.5 percent had either a zero or negative net worth as opposed to 8.4 percent for white households.

Millions of blacks who left the South for northern cities after World War II found jobs in steel mills, auto plants, garment factories, and other industries. These industries have been hit especially hard by layoffs and plant closings since 1979. Three-fourths of these displaced workers obtain lower-paying full-time or part-time jobs, are unemployed, or leave the work force. Traditionally, in good years and bad, black unemployment rates run twice as high as do white unemployment rates. Since the early 1970s, the unemployment rate for young blacks has been astronomically high, particularly in the inner cities.

In contrast to these downward trends, black entrepreneurship has been growing, as has the number of higher-paying managerial, administrative, professional, and technical positions held by black persons. For blacks, however, the system operates much the same as it does for women in terms of equity. In 1979, the median income of blacks twenty to twenty-four years of age was 79 percent of the median for their white counterparts, but only 69 percent in the same groups five years later.

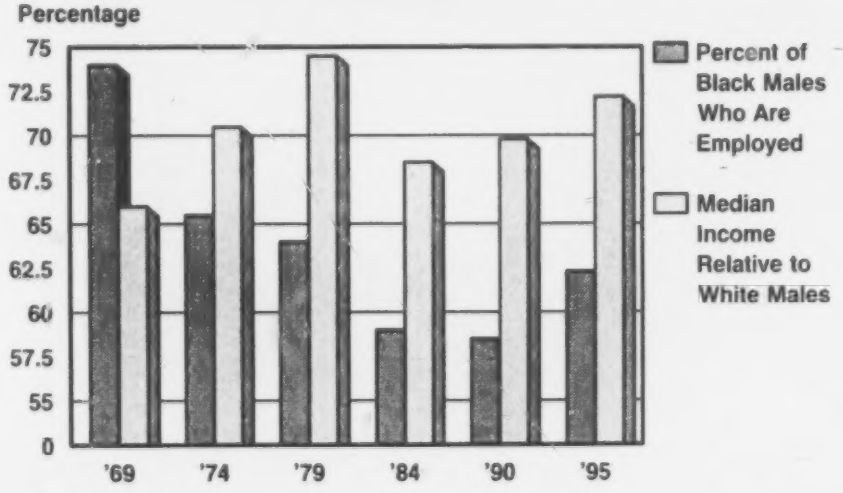
MINORITY PROPORTIONS OF U.S. POPULATION

Greatest Growth Among Hispanics and Asians by 2030



Source: Population Reference Bureau, 1985

BLACK TO WHITE INCOME RATIO DECLINING



Source: Business Week, June 2, 1986

Projections: UWA Environmental Scan Committee

For blacks at the bottom of the income ladder, circumstances have worsened. In 1970, 70 percent of black families had two parents and 30 percent were headed by women. Today that split is roughly fifty-fifty. More than half of all black children live in female-headed families, two-thirds of which are below the poverty line. The extent of the poverty trap for blacks can be seen from the fact that even though black female-headed families make up only 4 percent of the population, they constitute one-third of all poor households that remain in poverty longer than eight consecutive years. The inner-city ghettos are in far worse shape, with almost 80 percent of black children born out of wedlock into female-headed households.

What does the future of the workplace hold for black families? Clearly, the need for well-educated, well-trained, adaptable personnel will increase in the years ahead. Unskilled jobs that pay well will be automated or contracted out of the country to nations with low pay levels. Black educational attainment measured by the number of years of schooling has pulled close to that of whites. In 1980 whites attended schools 1.5 years longer than did blacks. The gap in quality of education is much wider, however. For blacks to progress in the workplace on an equal basis with whites, heroic, innovative, multi-billion dollar educational and training programs must be instituted and sustained for a generation.

One indication that this approach may be feasible is the growing movement toward partial welfare reform through workfare. Both California and Massachusetts have programs that place welfare mothers in private-sector jobs through education and training programs that are further supplemented by child-care, provision of transportation, counseling, and retention of in-kind social programs. These women will not fill many technical and professional jobs, but such programs show a willingness to develop innovative programs and to develop surrogates for family care.

The demographics of the labor force also present a "window of opportunity." The number of young workers entering the work force in the next fifteen years will decline dramatically because of low birth rates between 1965 and 1980, "the baby bust." If the economy prospers, a labor shortage should develop that could be resolved by upgrading the skills of native handicapped, minority, and women workers. However, the shortage could also be alleviated by increased

immigration, legal and illegal, and by contracting the jobs overseas. In any event, political and economic decisions will have to be made. These problems will not be resolved through market forces.

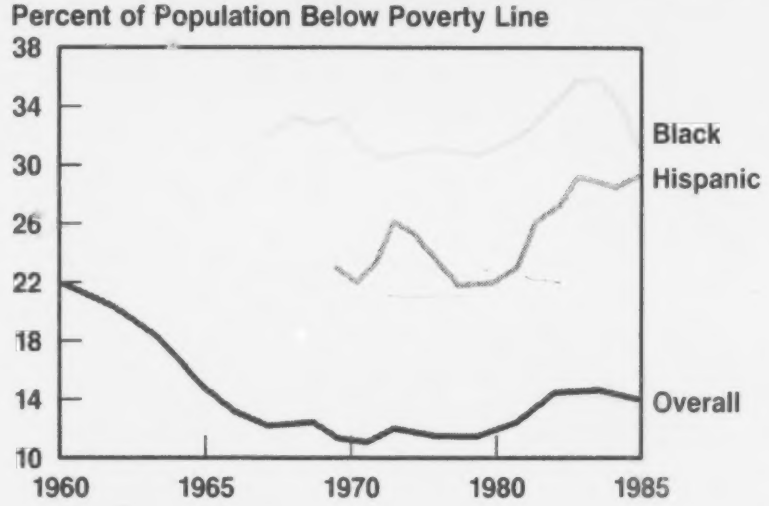
Hispanics

Hispanics constituted 7.2 percent of the population of the United States in 1985, a jump from 6.4 percent in 1980. In order of size, Mexicans, Puerto Ricans, and Cubans compose 80 percent of the Hispanic population in the United States.

The median net worth of Hispanic households in 1984 was $4,913, one-eighth that of white households. Median income of all Hispanic families in 1985 was $19,027 compared with $26,433 for all families in the United States.

Compared with other nonblack Americans, Hispanics are less educated, have larger families, are more likely to live in poverty, and are concentrated in a few states. Therein lie both the strengths and

POVERTY A PERSISTENT PROBLEM 1960 TO 1985



Source: U.S. Census Bureau, 1986

weaknesses of their future. Ethnic cohesiveness is easier, but acculturation is more difficult.

The same "window of opportunity" exists for Hispanics as does for blacks, and the same heroic efforts by society are necessary if their future in the workplace is to be secured. In addition, the stability of workplace-family relations is in jeopardy for millions of Hispanics because of the Immigration Reform and Control Act of 1986. This law aims to close the United States labor market, except for much of agriculture, to illegal immigrants by making employers responsible for seeing that the people they hire are properly documented. At the same time, the law offers eventual permanent resident status to millions of illegal immigrants already in the country, provided they have been here since the end of 1981. The confusing regulations, inadequate financing, and conflicting policies that accompany the enforcement of the Act guarantee the disruption of this population for at least five years.

For all minorities, success in the workplace and family stability depend ultimately on educational opportunities, issues that are examined in the following chapter.

8. Education and Youth

Education, workplace, and family interact through most of a person's life cycle. In the decade ahead, all three will continue to change, causing uncertainty and turbulence in families. The family is beginning to be defined as two or more people joined together by bonds of sharing and intimacy. No mention of legal contract, sex, occupational role, or children is made. By 1990, more than half of all children will have spent some time in a single-parent household. Currently, a minority of children are being reared in two-parent households with nonworking mothers.

As parents educate their children by precept and by example, how will the issues of family, work goals, and role models be handled in families? We hypothesize that traditionalists will continue the value indoctrination of boy as worker and girl as mother. On the other hand, "new wave" people reject many tenets of traditionalism, choosing individualism over authority and experience over material possessions. Moreover, many new-wave people will reject gender roles. Those who advocate more moderate change will emphasize woman as mother and worker, with much blurring of the two roles.

The increased entry of women with children into the work force will create a large increase in the formal education of children younger than age five years. The use of baby-sitting facilities will shift to well-equippped centers with appropriate staff who engage in skill and value training. Many of these staff will be connected to the workplace through corporate sponsorship, subsidies, or employee-benefits packages.

Baby Busters vs. Baby Boomers

Most of the baby busters, those born between 1965 and 1976, are still in school. They will enter the work force during the 1990s. Compared with the experience of the baby boomers, the baby busters came to social awareness in an age that was more volatile and insecure and that was marked by political assassinations, civil-rights conflicts, the Vietnam War, and other crises. Carrying the comparison further, the baby busters come from smaller families, more single-parent families, more divorced families, and

more families with working parents and less familial supervision than do the baby boomers. In turn, the baby busters show less attachment to traditional family behavior, their marriage rates are lower, and rates of out-of-wedlock birth are higher.

Other comparisons between the two generations show that the baby busters are more stressed, hostile, and alienated. Teenage suicide rates have tripled since 1958. Attitude studies show that the baby busters are more ambitious, pragmatic, skeptical, and materialistic. Their value orientation should make them well-fitted to follow the directions in which the workplace is headed during this period of finance capitalism.

Education and the Workplace

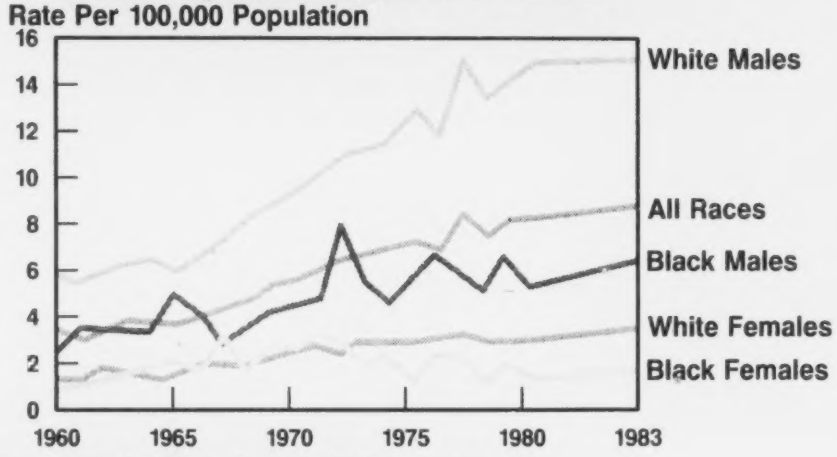
Will their formal education equip them for the workplace? Formal education is experiencing reform movements at all levels that are aimed at improving the quality of instruction through increased course requirements and higher educational standards. However, even if the reforms are successful, the mismatch of school with workplace will persist. Technology continues to reshape the workplace. The number of jobs for which entrants are underqualified in terms of either basic or technological skills will increase. Simultaneously, the number of jobs for which workers are overqualified will increase; for example, more than 80 percent of college graduates fill jobs that were previously held by people with less education. This situation should persist through the 1990s.

For those who do match their skills with work requirements, the threat of obsolescence still looms. Knowledge in fields such as electronics engineering, computer science, biotechnology, and materials engineering is expanding so rapidly that half the information gained by a graduate of the class of 1987 will be obsolete by 1992. Half of all workers displaced by layoffs or plant closings who find full-time jobs do so in a different industry or occupation.

Business has initiated various programs to meet workplace educational needs. Direct corporate contributions to colleges and universities are greater than are gifts from alumni. Corporations also give in an unprecedented manner to schools, in an effort to increase scientific literacy. In addition, corporate

TEENAGE SUICIDE HIGHEST AMONG WHITE MALES

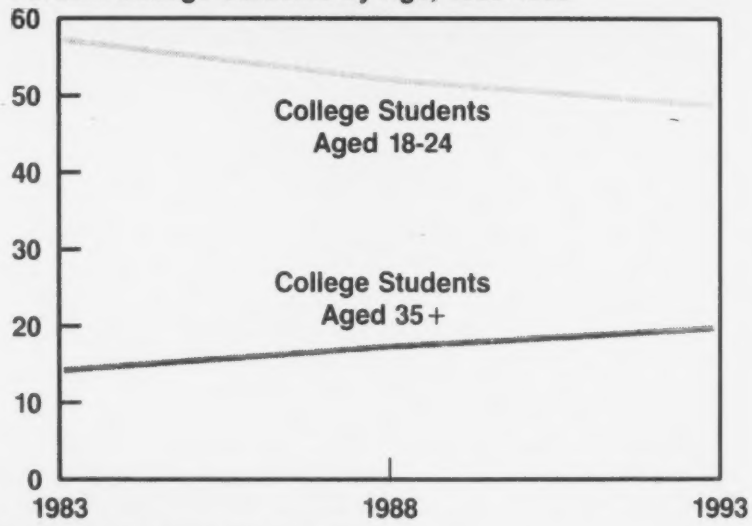
Death Rates from Suicide for Persons Aged 15-19 Years, by Race and Sex, 1960-1983



Sources: Data to 1980 - American Council of Life Insurance, 1984
1983 - National Center for Health Statistics, 1986

OLDER COLLEGE STUDENTS INCREASING

Percent College Students by Age, 1983-1993



Source: American Demographics, February 1986

personnel are being loaned to schools and universities to improve teaching and administration.

More significant are the direct educational and training programs of corporations, ranging from remedial reading and mathematics to advanced degrees in the special technologies of the corporation that sponsors the program. Businesses spend in excess of $40 billion annually on these programs, whose enrollment by 1990 will equal the number of students in four-year colleges and universities.

The lifelong pursuit of knowledge is eminently suitable for an information society. Only half of those who receive four-year college degrees do so within four years. The remaining half take up to seven years longer, with time out to participate in the work force. College students twenty-five years of age and older now comprise 40 percent of enrollment, and the trend toward more students with work experience is increasing.

A large proportion of the five million students enrolled in junior and community colleges are adults seeking work-oriented education as after-work or part-time students. To accommodate the workplace, community colleges often offer courses at business sites. In total, approximately forty-five million adult Americans currently take courses at universities, colleges, professional and trade associations, extension services, government organizations, and churches. This number does not include those who study at home using television and correspondence courses. Both individuals and institutions are showing greater awareness of the need for lifelong learning in order to survive and function effectively in a complex modern society. In sharp contrast with this awareness is the dismal record of many inner-city schools in educating minority students. In some districts, high school classes have fewer students who will earn diplomas than those who will earn police records after four years.

Effects on Families

Much of adult education takes place during family time and at the expense of activities that might otherwise occur with the family. Adult education is often financially supported by spouses, particularly in demanding professions. These trends should continue, as will recognition of spousal property rights in professional degrees and licenses during divorce proceedings.

Families will also be affected by approaches to finance the educational needs of the frequent career changes that lie ahead. Cafeteria-type employee-benefit plans may include a retraining option at the expense of traditional, family-oriented benefits. Individuals may be able to invest in an individual training account (ITA), whose tax-sheltering features would parallel those of IRAs and would permit optional employer contributions. Again, such savings would represent deferred gratification for families.

Middle-income, middle-aged parents who are forty to fifty-five years old will be particularly sensitive to the financial pressures of education on the family budget. Costs of college education for children are rising faster than are incomes at a time when parents are experiencing burnout and sometimes casting about for new occupational roles.

Thus educational issues as they relate to the needs of the workplace and the stability of the family must be dealt with in the years ahead. These issues are vital to our individual, family, community, and national identities.

9. Health

Workplace safety and health promises to be an important issue in the decades ahead. Technology and governmental regulation were able to eliminate the most egregious problem areas during the past two decades. Robots have been introduced into some dangerous occupations, and glaring health threats have been eliminated by governmental intervention. Superficially, the information society's pervasive desk computer contrasts sharply with the industrial society's train engine in terms of cleanliness, safety, and health.

New Technologies and Workers' Health

Beneath the surface, however, workplace changes induced by technology are having frequent deleterious effects on employee health. The aforementioned desk computer provides a good example. The semiconductor industry uses as many as 1,000 different chemicals in manufacturing the microchips in desk computers as well as in many other electronic devices. Many of these chemicals are known to be dangerous, and although semiconductors are produced in clean rooms under remarkably sanitized conditions, the rate of miscarriage among women workers is unacceptably high, and many other workers suffer from headaches and nausea.

The chemicals that are used in many new technologies are being targeted as the source of genetic damage that reaches deep into the family. Beyond high miscarriage rates, what are the long-term effects on men and women workers? What are the impacts on their children and on their children's children?

These issues will become more prominent for several reasons. Our notion of accountability continues to change. In a less secular age, minor and major disasters that occurred to individuals were frequently viewed by the victims as acts of God or of fate. They were endured or shrugged off as being "in the nature of things." Today, similar mishaps create an instantaneous response from victims who search for someone to hold accountable for the mishap.

A second reason lies in the complexity of science and technology and the rapidity with which change occurs. For example, one or two generations of

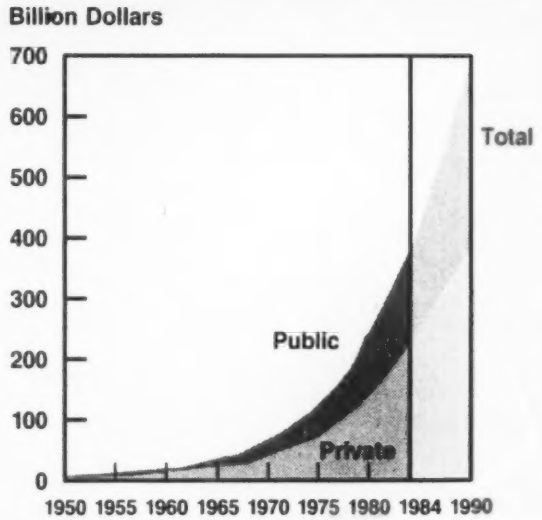
GROWING PREVALENCE OF COMPUTERS IN WORKPLACE

Workers with Desk-Top PCs Show Dramatic Increase

	1985	1990
Technical	60%	76%
Managerial	37%	64%
Professional	39%	64%
Armed Forces	20%	40%
Clerical	25%	39%
Sales	17%	33%
Services - Firefighters, Police, etc.	12%	25%
Trades - Carpenters, Plumbers, etc.	6%	17%

Source: Newsweek, November 18, 1985

HEALTH CARE EXPENDITURES STILL INCREASING



Source: The Conference Board, 1985

workers may be exposed to workplace hazards whose deleterious effects do not emerge until thirty or forty years have elapsed, as happened with asbestos. Technological innovation cannot wait through such long incubation periods to see what secondary or tertiary health perils may emerge.

When causal connections are established, corporations attempt to take corrective actions. Controversy surrounds actions such as the transfer of pregnant women out of high-risk areas to what are frequently lower-paying jobs. Because of accountability and the ensuing possibility of litigation and liability, corporations are reluctant to admit and accept implicitly any responsibility for hazards in the the workplace.

Psychological Hazards

Surprisingly, the psychological hazards attached to unemployment are also attached to employment. The way in which the workplace is increasingly organized, for example, downsizing to create higher profits and to take advantage of technological opportunities, creates psychological problems. Lean and mean will continue to translate into work overload, lack of control over one's job, and nonsupportive supervisors and colleagues. Stress on the job finds its outlet in the family in the form of anxiety, depression, irritability, drug and alcohol abuse, sleep difficulties, headaches, stomachaches, and back pains.

To hazard a conjecture for the next five years, for every job that is redesigned to create challenging and rewarding positions, five jobs will be transformed to less autonomous positions by the introduction of computer controls and measures of performance.

Health Benefit Programs

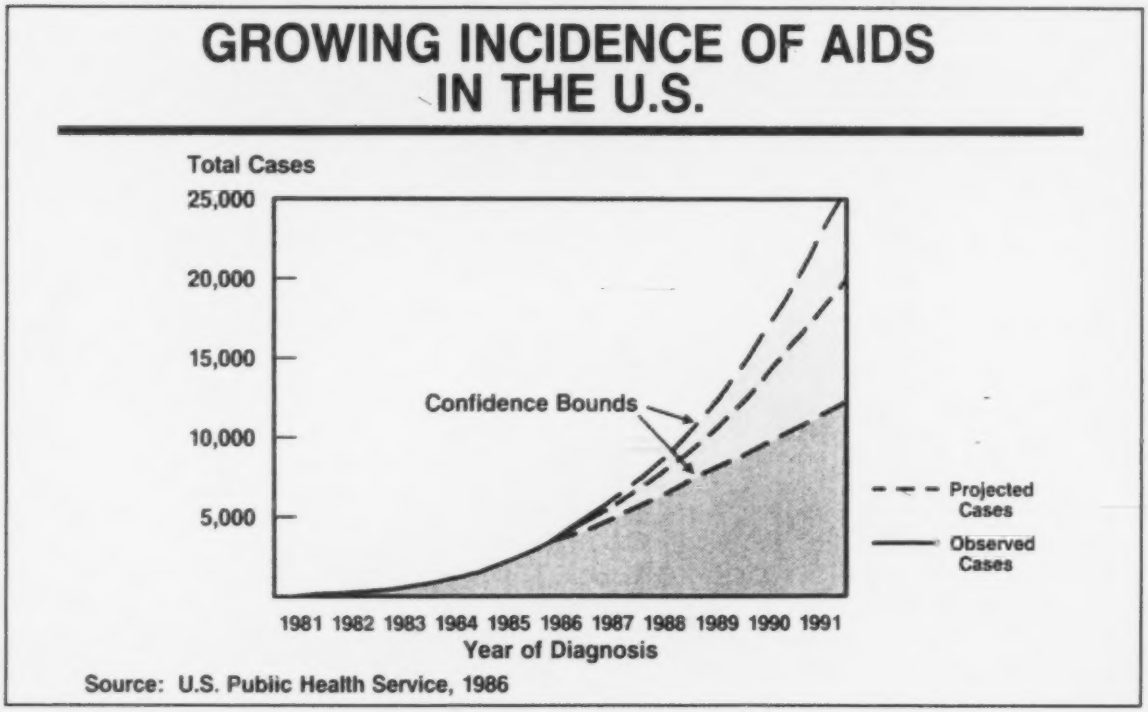
Another dimension of workplace-family health relations is the role of employee benefits. Cost-containment pressures from corporations and government will continue to revolutionize the health-care system in the United States through the 1990s. Families will find that they will either pay a greater share of medical bills through co-insurance and larger deductibles or they will receive monetary rewards for staying healthy. Families will be able to choose among indemnification plans, health maintenance organizations, preferred provider organizations, megahospitals, satellite facilities, traditional

physician practice, ambulatory surgery, and a wide range of nontraditional holistic-health practitioners.

Increasingly, corporations sponsor wellness centers and clinics aimed at improving employee health and reducing medical costs through physical fitness and appropriate diet. They also target employee health problems in the areas of alcoholism, drug abuse, and mental health by formal employee-assistance programs with outside agencies.

Future Issues

Inside the business firm, two employee-related health problems are moving to center stage. The first, the banning of smoking in the workplace, seems headed down a relatively clear road to nearly universal adoption. The second, acquired immune deficiency syndrome (AIDS), has not yet been fully articulated as a workplace issue. Is the issue one of testing potential employees? Testing existing employees? Firing AIDS victims? The seriousness of the problem may be seen by forecasts of more than one million AIDS victims in the United States by the year 2000. The workplace has not come to grips with the implications of this disease, which could drastically alter family life, social behavior, health care, and work life.



10. Special Situations

Several work-family relationships that are dissimilar to one another do not fit conveniently into the previously discussed categories.

Farm Families

Many Americans indulge in the fantasy that farming is a particularly virtuous way of life, that community ties are strongest in rural settings, and that the farm is the best place to raise children. The family that works together, stays together. These sentiments create a special pathos when we consider the plight of the family farm.

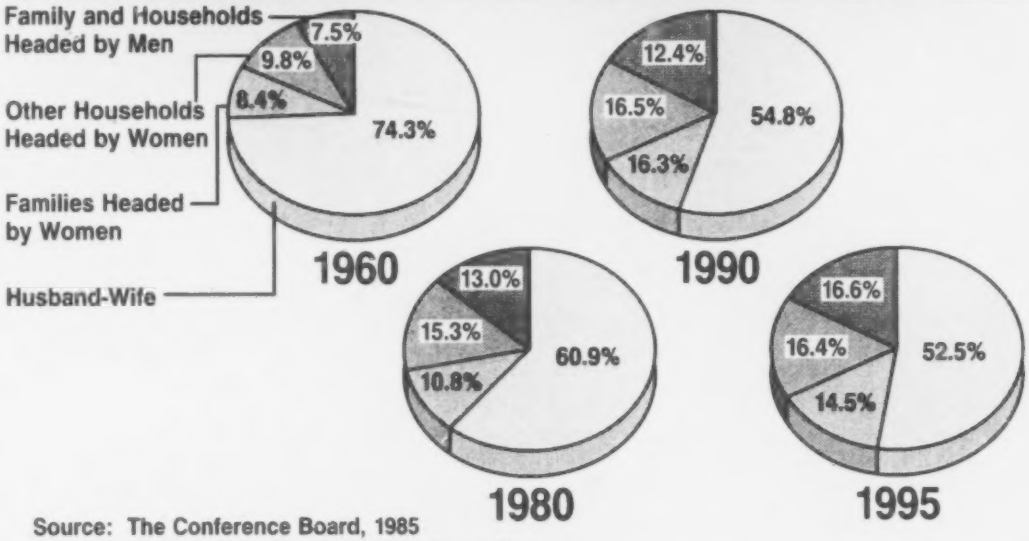
The family farm crisis is an exacerbation of long-term trends that have favored large corporations with large capital resources that are able to take advantage of technological breakthroughs, information technology, economies of scale, and expensive, new methods of production. Debt-laden family farms will continue to collapse in response to market forces induced by large-scale competition. Five percent to 8 percent of the nation's 634,000 family farms went out of business in 1985. During that year, the nation's farm population fell 7 percent to a level of 2.2 percent of the total population.

Crop prices, land values, and crushing debts will reduce family farms another 15 percent before the current crisis ends. The United States Office of Technology Assessment estimates that one million farms, both family and nonfamily owned, will be lost by the year 2000. By then, 50,000 farms will produce 75 percent of American foodstuffs. Agribusiness operations will differ little from other manufacturing firms in their treatment of employees.

Union Families

Families have long been a target in the struggle between labor unions and business. To strengthen worker loyalty to the union movement, unions have sponsored family activities such as athletic associations, picnics and excursions, and dependent-recognition ceremonies. Businesses have initiated parallel programs to strengthen worker loyalty to the company.

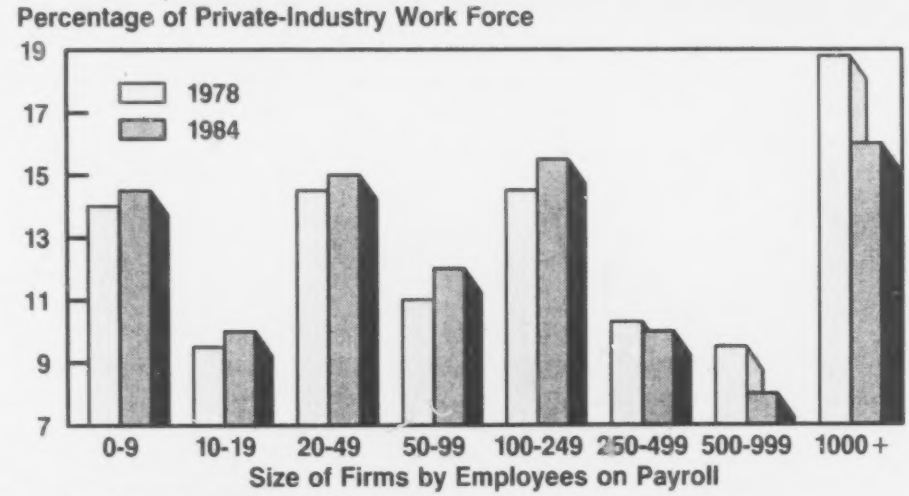
PROPORTION OF HUSBAND-WIFE HOUSEHOLDS CONTINUES TO SHRINK



Source: The Conference Board, 1985
Projections: UWA Environmental Scan Committee

THE SHIFT TO SMALLER BUSINESSES

Growing Percentage of Private-Industry Work Force



Source: The Wall Street Journal, July 25, 1986

Out of the turmoil and antagonism that marked industrial relations in the United States in the first half of this century, a recognizable genus--the union family--emerged. In these families, the workplace conflict and the solidarity of the movement were central features of family life and relationships. Businesses targeted union families for blacklisting, transfer, and coercive actions in an effort to break unions.

The union movement is in a continuing state of decline. Union members made up 16 percent of the general population in 1974; in 1986 they made up 11 percent of the population. Between 1981 and 1986, half of all unionized workers had to take wage decreases and to make employee-benefit concessions. Unions have lost four million members since 1975. It remains to be seen if a successful strategy can be developed to recoup these losses in the 1990s.

Entrepreneurship and Home

Small, family-operated businesses such as retail stores have been a persistent, although declining, element in the economy. The supermarket chain stores, for example, sharply reduced the number of family-owned and -operated grocery stores but never completely eliminated them. Self-employment dropped from 25 percent of the work force in 1910 to 6.7 percent in 1971. Since then, the trend has been reversed, with 7.6 percent of the work force self-employed in 1983. This percentage promises to climb higher by the year 2000.

Finance capitalism contributes to the increasing trend toward entrepreneurship. The allure of striking it rich, the escape from unattractive work environments, and layoffs and dismissals create candidates for entrepreneurship.

Many new businesses are located in the home. The information and service economy lends itself to home-based businesses. The desire to strengthen family ties is a partial explanation for the proliferation of home-based employment. Women in particular report that one appeal of entrepreneurship is greater flexibility in meeting family obligations. From 1975 to 1985, the number of self-employed women increased by 75 percent, compared with a 12 percent increase among men. Currently, one-third of all new businesses are founded by women. By 1995, it is estimated that this figure will increase to 50 percent.

Major changes will occur in the proportion of work for corporations that is performed in the home by employees or consultants. To cope with skill shortages, home-office linkages (electronic and otherwise) will increase for the handicapped, disabled, people recovering from illnesses, women and men in the months before and after pregnancies, and people who must nurse spouses and children. For the overwhelming majority of workers, however, the office and factory will continue to be the workplace. Work time spent in home and office may be more equally split during the energy crises anticipated in the early 1990s.

Family Service Businesses

The increasing complexity of problems in families has been matched by a growth in professional and specialized provision of services aimed at treating these problems. Social workers, psychologists, psychiatrists, counselors, and therapists attempt to meet family needs in an environment in which altruism plays a lesser role and market forces a greater role.

Traditionally many of these services were rendered by nonprofit agencies that paid lower salaries and employed more women and part-time workers than did the for-profit sector. Today, nonprofit organizations face increasing competition from for-profit businesses that seek changes in the rules of the game. The 1990s should see intensification of this rivalry around the tax-exemption issue.

Part 2

Employment in Canada Today

11. The Changing Industrial Mix of Employment, 1951-1985

by W. Garnett Picot, Senior Analyst, Statistics Canada

Changes in the Industrial Mix, 1951-1981

The post-war period has been characterized by dramatic growth in the share of the labour force* accounted for by service sector workers, and by a concomitant decline in the proportion of the labour force made up of goods-producing sector workers. In 1951, less than half (47%) of all labour force participants were involved in service industries; by 1981, however, two out of three (66%) Canadians in the labour force were service sector workers. In contrast, the proportion of the labour force made up of goods-producing industry workers declined from 53% in 1951 to 33% in 1981.

The tremendous increase in the service sector's share of the labour force has resulted from far greater growth in the size of the labour force in this sector than in the goods-producing industries. Between 1951 and 1981, the service sector labour force grew by 220%, while that of the goods-producing sector increased by only 45%. As a result, in 1981, the service sector labour force of 7.9 million persons was almost twice the size of the goods-producing labour force of 4.1 million persons. This is in stark contrast to 1951, when the goods-producing labour force was actually larger than that of the service sector--2.8 million persons to 2.5 million persons.

The rate at which the service sector increased its share of the labour force was slower during the 1971-1981 period than in the previous two decades.

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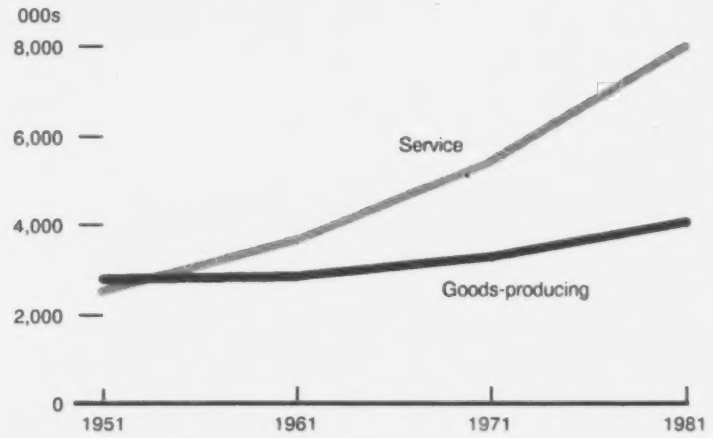
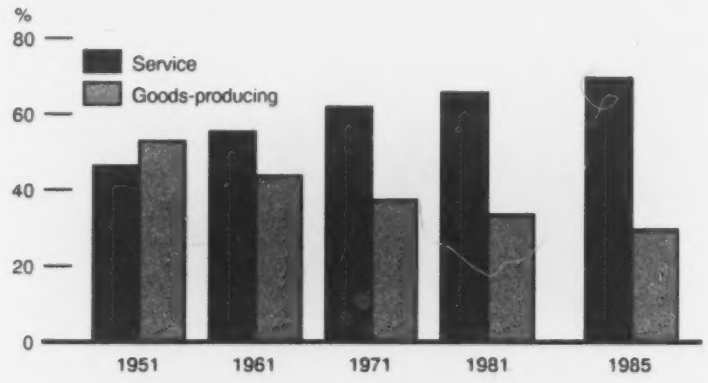
*The data comparing the years 1951, 1961, 1971 and 1981 are from the Census. For these years, the term labour force refers to the experienced labour force which includes the employed and the unemployed who worked during the previous 18 months. Data describing labour force and employment trends in the 1980s are from the Labour Force Survey and are not directly comparable with Census data. In the Labour Force Survey, the labour force includes the employed plus the unemployed looking for work.

Labour Force by Sector, 1951-1981



Source: Statistics Canada, Census of Canada.

Labour Force Distribution by Sector, 1951-1985[1]



[1] 1985 data are from the Labour Force Survey; all others are from the Census.
Sources: Statistics Canada, Census of Canada, and Catalogue 71-001, *The Labour Force*.

Of the overall 19 percentage point increase in the service sector's share of the labour force between 1951 and 1981, only four points occurred in the 1971-1981 period. Almost half the increase--nine percentage points--took place between 1951 and 1961, while the remaining six points occurred in the 1961-1971 period.

Recent Patterns in the Industrial Mix

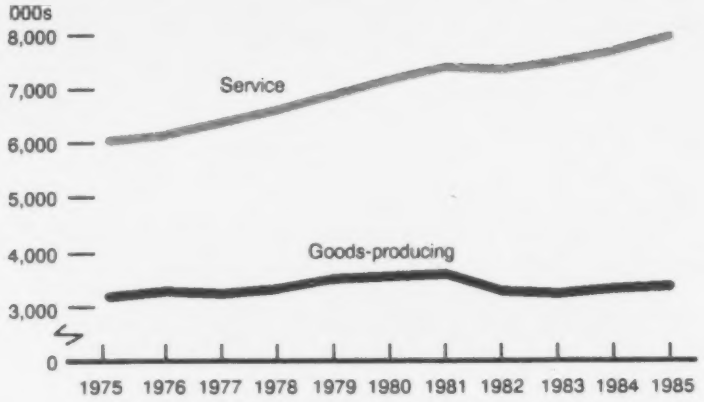
The proportion of the labour force in the service sector continued to increase in the 1980s. The change in this period occurred largely because of major declines in the goods-producing sector during the recession of 1981-1982. The goods-producing labour force declined by 4% between 1981 and 1983, and in spite of some growth (1%) in 1984--there was no change in 1985--it was still 3% smaller in 1985 than it had been in 1981. In contrast, the labour force in the service sector grew by 10% in the 1981-1985 period. As a result of these changes, according to Labour Force Survey data, the proportion of the total labour force in the service sector increased from 67% in 1981 to 70% in 1985.

The dramatic difference in the effect of the 1981-1982 recession on the goods-producing, as compared to that on the service sector, is even more pronounced when just employment figures are examined (the labour force data above include both the employed and the officially unemployed). Total employment in the goods-producing sector fell by 372,000, or 10%, between 1981 and 1983. While employment in this sector recovered somewhat in 1984 and 1985, total goods-producing employment was still 7% lower in 1985 than it had been in 1981. Service sector employment did decline slightly (0.6%) in 1982. Overall, however, employment in this sector grew by 7% between 1981 and 1985.

The Service Sector

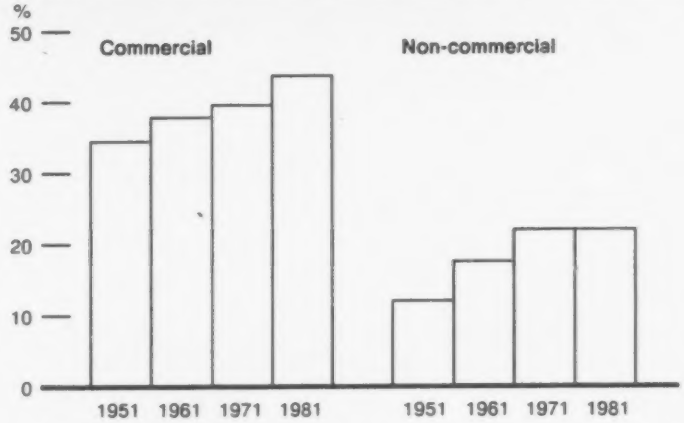
Growth in the service sector labour force was very consistent across the three decades in the 1951-1981 period. The labour force in this sector increased 46% between 1951 and 1961, and 48% in both the 1960s and 1970s. There was considerable variation in the growth rates of the various sectors within the overall service economy over this period. The non-commercial (public) sector accounted for much of the growth in the service sector during the 1950s and 1960s; however, it was the strength of the commercial

Employment by Sector, 1975-1985



Sources: Statistics Canada, Catalogues 71-529, *Labour Force Annual Averages*, and 71-001, *The Labour Force*.

Proportion of the Labour Force in Commercial and Non-commercial Services, 1951-1981



Source: Statistics Canada, Census of Canada.

services that was responsible for the service sector's rising share of the labour force during the 1971-1981 period.

The proportion of the labour force in the non-commercial services rose almost 10 percentage points in the 1951-1971 period, from 12% to 22%. In the same period, the share of the total labour force in the commercial services increased by 5 percentage points, from 35% to 40%. Between 1971 and 1981, however, the share of the labour force in the commercial sector continued to increase, to 44%, while the proportion of workers in the non-commercial services remained at 22%.

Some sectors of the non-commercial services, notably the health sector, and provincial and local public administration, did continue to grow faster than the labour force as a whole during the 1970s. Growth in both education and federal public administration (including defence), however, was very slow in this period. As a result, the proportion of the labour force in the education sector declined from 7.0% to 6.6% between 1971 and 1981, while the percentage in federal public administration fell from 4% to 3%. In fact, federal public administration was among the ten slowest-growing industries during the 1971-1981 decade.

Among the commercial services, the producer services--consisting largely of professional services (legal, accounting, engineering and management consulting, finance, insurance and real estate organizations)--have consistently been the fastest growing. The labour force involved in the producer services increased at average annual rates of 5.5%, 6.0% and 6.2% during the 1951-1961, 1961-1971 and 1971-1981 decades. As a result, the share of the total labour force in this sector increased from 4% in 1951 to 10% in 1981.

The increasing importance of the producer service industries is related to the rise of the "information economy." For these industries, the processing, analysis and dissemination of information form the basis of much of the service they provide. These industries clearly do not encompass the entire "information economy." Parts of the non-commercial service sector, for example, are also very information-dependent. However, the producer services are the most information-dependent of the commercial services, and perhaps of the entire economy.

Consumer service industries also increased their share of the labour force--from 7% in 1951 to 11% in 1981. The distributive services share of the total labour force remained constant at approximately 24% during all three decades.

The Goods-producing Sector

The labour force in the goods-producing sector also grew during the 1951-1981 period, but growth in this sector was considerably slower than the growth of the service sector labour force. The 1971-1981 decade was characterized by a slightly larger increase in the goods-producing labour force than in the preceding decade, and by much greater growth than occurred in the 1950s. The non-agricultural, goods-producing labour force increased by 29% between 1971 and 1981, compared with 25% in the 1960s and 12% in the 1950s. As a result, the goods-producing sector contributed 23% of the total net increase in the labour force in the 1970s, up from 19% in the 1960s and 5% in the 1950s.

Labour Force by Sector, 1951-1981

	Labour Force				Percentage Distribution			
	1951	1961	1971	1981	1951	1961	1971	1981
	000s				%			
Service Sector								
Distributive services	1,233.7	1,568.7	2,026.4	2,861.3	23.3	24.2	23.5	23.8
Producer services	202.8	346.7	621.5	1,134.7	3.8	5.4	7.2	9.5
Consumer services	387.8	556.8	793.6	1,291.3	7.3	8.6	9.2	10.8
Total commercial services	1,824.4	2,472.2	3,441.6	5,287.3	34.5	38.2	39.9	44.0
Non-commercial services	656.0	1,138.4	1,909.1	2,654.9	12.4	17.6	22.1	22.1
Total services	2,480.4	3,610.6	5,350.6	7,942.2	46.9	55.8	62.0	66.2
Goods-producing Sector								
Agriculture	823.8	637.9	501.0	493.0	15.6	9.9	5.8	4.1
Manufacturing	1,307.1	1,429.9	1,840.0	2,298.0	24.7	22.1	21.3	19.1
Construction	325.4	448.3	580.3	777.3	6.2	6.9	6.7	6.5
Other goods-producing	349.8	345.1	355.0	494.7	6.6	5.3	4.1	4.1
Total goods-producing	2,806.0	2,861.2	3,276.3	4,063.1	53.1	44.2	38.0	33.8
Total Labour Force	**5,286.4**	**6,471.8**	**8,626.9**	**12,005.3**	**100.0**	**100.0**	**100.0**	**100.0**

Source: Statistics Canada, Census of Canada.

The difference in the growth rate of the non-agricultural, goods-producing labour force in the 1960s and 1970s, however, may be somewhat misleading. In the latter decade, a greater share of the growth in the labour force in this sector was accounted for by increases in unemployment. As a result, growth in total employment in this sector was likely smaller in the 1970s than in the previous decade.

Within the goods-producing sector, agriculture and manufacturing were characterized by particularly large decreases in their share of the total labour force. In 1981, for example, just 4% of the experienced labour force was involved in agriculture, down from 16% in 1951. In this period, the agricultural labour force fell 40%, from 824,000 to 493,000.

Manufacturing's share of the total labour force also declined, from 25% in 1951 to 19% in 1981, although the actual manufacturing labour force continued to grow in this period. The growth in this sector in the 1970s (25%), though, was slightly lower than in the previous decade (29%).

The manufacturing labour force, however, declined precipitously during the recession in the early 1980s. The manufacturing labour force fell 6% between 1981 and 1983; and in 1985 was still 4% below its 1981 level. The effect of the recession on manufacturing was even greater when just employment is considered. Total manufacturing employment fell by 11% between 1981 and 1983, and was still 7% lower in 1985 than it had been in 1981.

The remaining portions of the goods-producing sector, particularly construction, and the mining, oil and gas industries, also experienced considerable labour force growth during the 1971-1981 period, followed by declines in the 1980s. The mining labour force increased by 43% between 1971 and 1981, while that of construction was up 34%. Between 1981 and 1983, the mining labour force fell 12%, and in 1985, was still 6% below its 1981 level. The construction labour force was down only 0.3% in the 1981-1983 period; however, it fell a further 1.5% between 1983 and 1985.

As with the decline in manufacturing in the 1980s, employment figures for mining and construction paint an even darker picture of the effect of the recession on these industries than do just labour force totals. Employment in mining and the petroleum

industries fell by 19% between 1981 and 1983, and was still 9% lower in 1985 than it had been in 1981. Employment in construction was down 13% in the 1981-1983 period, and 10% between 1981 and 1985.

The effect of the recession on the goods-producing sector is further reflected in the fact that the industries from this sector which were among the 10 fastest-growing industries during the 1976-1981 period (mining, oil and gas, machinery, and metal fabricating industries) were included among the ten slowest-growing industries in the early 1980s.

From Canadian Social Trends, spring 1987. Used with permission.

12. The Decline in Employment Among Men Aged 55-64, 1975-1985
by Colin Lindsay, Managing Editor, Canadian Social Trends

The Canadian labour force has undergone many significant changes in recent years. The growing importance of the service sector, increases in the labour force participation of women, and chronically high unemployment, particularly among young workers, have all been well documented. A further change, which has received less attention, has been the decline in the labour force activity of men between the ages of 55 and 64.

In 1985, 36% of Canadian men aged 55-64 were not employed.* This is up from 24% in 1975. Almost half of this increase occurred during the recession in the early 1980s. The percentage of men aged 55-64 without jobs, however, continued to increase in 1984 and 1985.

The proportion of men between the ages of 25 and 54 who were not employed also increased in the 1975-1985 period. These increases, however, were considerably smaller than those experienced by men aged 55-64. In 1985, 14% of men aged 25-44 did not have jobs, compared with 9% in 1975. For men aged 45-54, the percentage without jobs increased from 11% in 1975 to 15% in 1985.

As well, the decline in employment among men aged 25-54 does not appear to be a long-term trend, as it does for older workers. Most of the overall decline in employment among men between the ages of 25 and 54 occurred during the recession. In addition, the percentage of men aged 25-44 who were not employed declined between 1983 and 1985, while the figure for men aged 45-54 was virtually the same in 1985 as in 1983.

Reasons for Declining Employment Among Men Aged 55-64

A major part of the decline in employment among men aged 55-64 is explained by the fact that a growing

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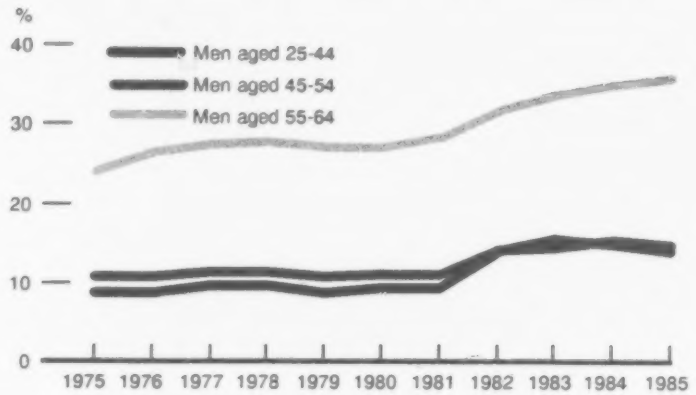
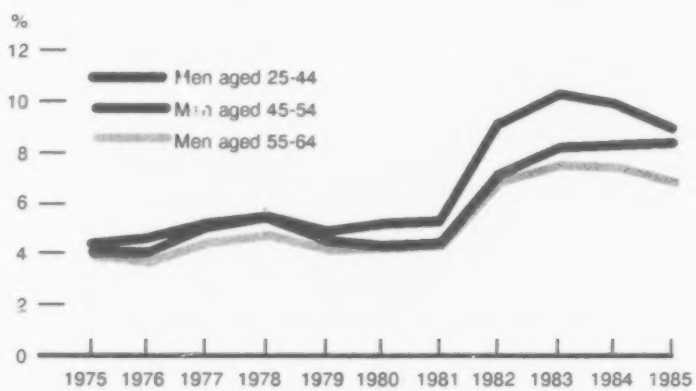
*The population that is not employed includes the unemployed (generally those who are out of, but looking for work), and those not in the labour force.

Proportion of Men Not Employed, by Age, 1975-1985



Sources: Statistics Canada, Catalogue 71-529, *Labour Force Annual Averages*, and 71-001, *The Labour Force*.

Unemployment Rate of Men, by Age, 1975-1985



Sources: Statistics Canada, Catalogue 71-529, *Labour Force Annual Averages*, and 71-001, *The Labour Force*.

proportion of men in this age group are retiring early. Between 1975 and 1985, the number of men aged 55-64 who were no longer in the labour force, after retiring from their last job, increased almost 200%, from 33,000 to 98,000. In the same period, the total male population in this age group increased by only 23%. One result was that in 1985, 9% of all men aged 55-64 were no longer in the labour force, after having retired from their last job. This was up from 4% in 1975. The increase in the number of men aged 55-64 who had retired made up 36% of the overall increase in the number of men in this age group who were not employed between 1975 and 1985.

Another significant proportion of the growth in the number of men aged 55-64 who were not employed was accounted for by increases in the number who either were unemployed, or had dropped out of the labour force after losing, or being laid off from, their last job.

The unemployment rate for men aged 55-64 increased from 3.9% in 1975 to 8.4% in 1985. In this period, the number of unemployed men in this age group grew from 28,000 to 65,000. At the same time, the number of men aged 55-64 who were no longer in the labour force after having lost, or been laid off from, their last job increased from 14,000 in 1975 to 48,000 in 1985. When combined, the increases in these two factors accounted for almost 40% of the overall increase in the number of men aged 55-64 who were not employed in the 1975-1985 period.

The remainder of the increase in the number of men aged 55-64 who were not employed between 1975 and 1985 was accounted for by increases in the number who either had not participated in the labour force in the previous 5 years or had never worked. The number of such men increased from 64,000 in 1975 to 110,000 in 1985. During this period, the number of men aged 55-64 who had been out of the labour force for at least five years or who had never worked, increased from 7% of the total male population in this age group in 1975 to 10% in 1985.

Regional Variation in Employment of Men Aged 55-64

There were considerable regional differences in the proportion of men aged 55-64 who were not employed. In 1985, 44% of men aged 55-64 in the Atlantic provinces were not employed. As well, the highest percentage of men in this age group without

Labour Force Status of Men Aged 55-64, 1975 and 1985

	1975	1985	Net Change
		000s	
Employed	682	708	+ 26
Not employed:			
Unemployed	28	65	+ 37
Not in the labour force			
– lost, or laid off from last job	14	48	+ 34
– retired	33	98	+ 65
– not in the labour force in the previous 5 years or nerver worked	64	110	+ 46
– other reasons	74	72	-2
Total not employed	213	393	+ 180
Total population aged 55-64	896	1,101	+ 205

Sources: Statistics Canada, Catalogues 71-529, *Labour Force Annual Averages*, and 71-001, *The Labour Force*.

Percentage of Men Aged 55-64 Who Were Not Employed, by Region, 1975-1985

	1975	1981	1983	1985
		%		
Atlantic provinces	36.4	41.6	42.2	44.4
Quebec	25.3	32.8	37.0	41.5
Ontario	19.7	23.4	30.6	30.6
Manitoba	20.8	24.3	28.6	32.1
Saskatchewan	19.5	23.5	25.0	27.5
Alberta	18.9	21.4	28.8	31.4
British Columbia	28.7	31.1	36.1	39.6
Canada	23.8	28.2	33.6	35.7

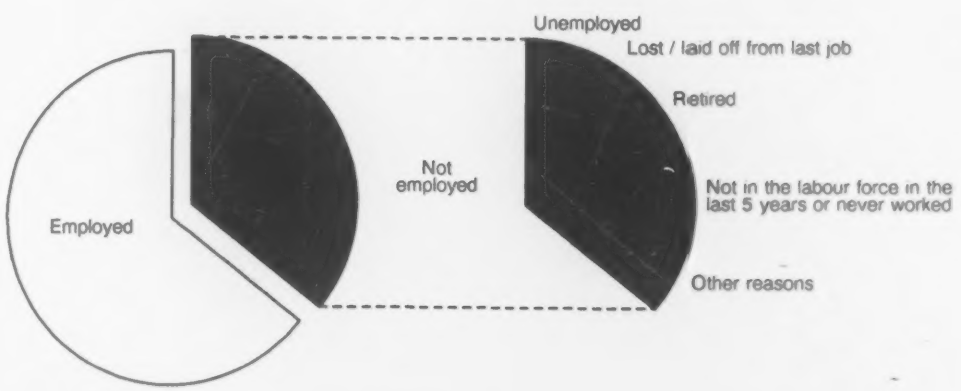
Sources: Statistics Canada, Catalogues 71-529, *Labour Force Annual Averages*, and 71-001, *The Labour Force*.

jobs in any province occurred in Newfoundland where over half the male population aged 55-64 was not employed in 1985. Men aged 55-64 were also characterized by relatively low rates of employment in Quebec and British Columbia. In Quebec, 42% of men in this age range were not employed in 1985, while the figure was just under 40% in British Columbia. In contrast, in Ontario and the other western provinces, around 30% of men aged 55-64 were not employed in 1985.

The percentage of men aged 55-64 who were not employed increased in all regions between 1975 and 1985. The largest increases were in Quebec and Alberta. The smallest increase occurred in the Atlantic provinces, although this may be partly because the percentage of men aged 55-64 who were not employed was already very high in the Atlantic region in 1975. As well, the percentage of men aged 55-64 who were not employed increased in all regions between 1983 and 1985, with the exception of Ontario, where the figure was unchanged between 1983 and 1985.

From Canadian Social Trends, spring 1987. Used with permission.

Labour Force Status of Men Aged 55-64, 1985



Sources: Statistics Canada, Catalogues 71-529, *Labour Force Annual Averages*, and 71-001, *The Labour Force*.

13. Increases in Long-Term Unemployment
by Jo-Anne Parliament, Assistant Editor, Canadian Social Trends

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The high rates of unemployment in Canada during the 1980s have been accompanied by changes in the nature of unemployment experienced by Canadians. One of these changes has been a dramatic increase in the incidence of long-term unemployment.*

The number of Canadians unemployed for six months or longer more than tripled between 1980 and 1983, increasing from 141,000 to 429,000. In the 1983-1985 period, however, the number of long-term unemployed declined 16% to 359,000. As a result of these shifts, those unemployed for six months or longer rose from 17% of the total unemployed in 1980 to 30% in 1983. This percentage declined slightly in the post-recession period. Still, in 1985, more than a quarter (28%) of all unemployed Canadians had been out of work for six months or longer.

There have been particularly large increases in the number of unemployed who were out of work for more than a year. Between 1980 and 1983, the number of persons unemployed for more than a year increased by 327%. In 1980, there were 32,000 such people; by 1983, the number had grown to 138,000. The number of persons unemployed for more than a year also fell between 1983 and 1985; however, the decline was just 3%. As such, there were only 4,000 fewer Canadians unemployed for more than a year in 1985 than there were in 1983. As a result of these shifts, those who had been unemployed for more than a year made up 10% of the total number of unemployed in 1985. This is up from 4% in 1980.

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*In this article, long-term unemployment includes periods of unemployment lasting six months or longer. As well, long-term unemployment has been further broken down into periods of from six months to a year, and more than a year. It should be noted that the periods of unemployment discussed in this article refer to the length of time a person has been unemployed up to the end of the survey's reference period. As such, these periods will be less than the total duration of unemployment, since these are "incomplete" or "in progress" spells of unemployment.

The number of unemployed who were out of work for six months to a year also increased dramatically between 1980 and 1983. However, this number declined substantially in the post-recession years. During the 1980-1983 period, the number of persons unemployed for six months to a year increased 168%, from 108,000 to 292,000, but between 1983 and 1985, the number declined 23% to 225,000. The share of total unemployment accounted for by those unemployed for six months to a year increased from 13% in 1980 to 21% in 1983, but dropped to 17% in 1985.

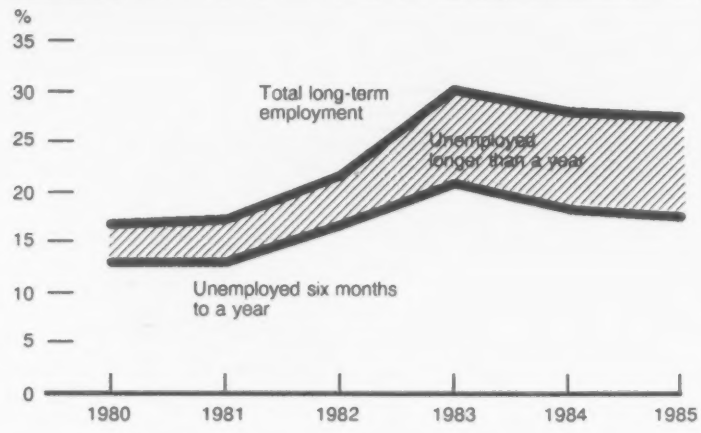
Age and Sex Differences

Long-term unemployment is particularly prevalent among older male workers. Almost half (46%) of unemployed men 55 and older, and close to 40% of those aged 45-54, were unemployed for six months or longer in 1985. As well, that year, 21% of unemployed men 55 years and older, and 20% of those aged 45-54, had been unemployed for longer than a year.

In addition, long-term unemployment, particularly that lasting more than a year, increased for men aged 45 and over in the 1983-1985 period. The percentages of men aged 45-54, and 55 and over, who were unemployed for longer than a year both increased by 6 percentage points in this period. The increase in unemployment lasting more than a year among men aged 45-54 was offset by a 5 percentage point decline in the percentage of unemployed men in this age group who were out of work for six months to a year. As a result, the overall increase in long-term unemployment among men aged 45-54 between 1983 and 1985 was just under one percentage point. Among men aged 55 and over, however, there was only a small decline in the percentage who were unemployed for six months to a year. This resulted in a 5 percentage point increase in the overall incidence of long-term unemployment among men aged 55 and over.

Women aged 45 and over, and both men and women aged 25-44 were also characterized by relatively high rates of long-term unemployment, particularly that lasting for periods of six months to a year. In fact, a greater percentage of unemployed women aged 45-54 than unemployed men of the same age were out of work between six months and a year in 1985. Women aged 45 and over, and men and women aged 25-44, however, were considerably less likely than older men to be unemployed for periods of longer than a year. As well, relatively few persons between the ages of 15 and 24

Long-term Unemployment as a Percentage of Total Unemployment, 1980-1985



Source: Statistics Canada, Labour Force Survey, unpublished data.

Long-term Unemployment, 1980-1985

	Unemployed six months to a year		Unemployed longer than a year		Total unemployed six months or longer	
	000s	% of total unemployed	000s	% of total unemployed	000s	% of total unemployed
1980	108	12.9	32	3.8	141	16.8
1981	111	12.8	39	4.5	151	17.4
1982	212	16.5	68	5.3	279	21.7
1983	292	20.5	138	9.7	429	30.2
1984	246	17.9	138	10.1	384	28.0
1985	225	17.3	134	10.3	359	27.6

Source: Statistics Canada, The Labour Force Survey, unpublished data.

experienced long periods of unemployment. This group was characterized by particularly low levels of unemployment lasting more than a year.

Women aged 45-54 were the only group other than older men to be characterized by an increase in the overall long-term unemployment between 1983 and 1985. In fact, the increase in the incidence of long-term unemployment in this group was greater than that for men of the same age. There were also increases in the percentage of the unemployed who were out of work for more than a year among men aged 25-44 as well as for women aged 25-44 and 45-54. These increases were relatively small, though, in comparison with those experienced by men aged 45 and over.

Regional Variation

British Columbia and Quebec were characterized by the highest levels of long-term unemployment in 1985. That year, one-third of all unemployed persons in both of these provinces had been out of work for at least six months. As well, 15% of the unemployed in British Columbia and 14% of those in Quebec, had been without a job for more than a year. The Atlantic provinces were also characterized by relatively high rates of long-term unemployment. In 1985, 28% of the unemployed in the Atlantic region had been out of work for at least six months. In contrast, just 21% of the unemployed in Ontario and 24% of those in the Prairie provinces were classified as long-term unemployed in 1985.

In the post-recession years, the incidence of periods of unemployment lasting for more than a year increased in the western provinces but either declined or remained stable in the eastern provinces. In British Columbia, for example, the percentage of unemployed persons out of work for more than a year increased from 10% in 1983 to 15% in 1985, while in the Prairies, the increase was from 6% in 1983 to 8% in 1985.

In the 1983-1985 period, the incidence of unemployment lasting six months to a year declined in all regions. The drop in Ontario, from 20% in 1983 to 15% in 1985, was particularly large.

Summary

The sharp increase in the unemployment rate during the recession in the early 1980s was accom-

Percentage of Unemployed Persons Experiencing Long-term Unemployment, by Age and Sex, 1983 and 1985

	1983			1985		
	Unemployed six months to a year	Unemployed longer than a year	Total unemployed six months or longer	Unemployed six months to a year	Unemployed longer than a year	Total unemployed six months or longer
			%			
Men						
15-24	18.4	7.4	25.8	13.4	5.6	19.0
25-44	22.6	12.8	35.5	18.6	13.6	32.2
45-54	24.3	14.6	38.9	19.2	20.3	39.5
55 and over	26.0	15.1	41.1	25.1	21.3	46.3
Total	21.4	11.0	32.4	17.3	12.1	29.4
Women						
15-24	16.1	5.8	21.9	12.5	4.8	17.3
25-44	20.5	8.0	28.5	18.8	8.6	27.4
45-54	23.2	12.5	35.7	23.7	13.6	37.3
55 and over	25.7	12.7	38.4	22.5	12.4	34.8
Total	19.3	7.8	27.1	17.4	8.0	25.4

Source: Statistics Canada, The Labour Force Survey, unpublished data.

Long-term Unemployment as a Percentage of Total Unemployment, by Region, 1983 and 1985

	1983			1985		
	Unemployed six months to a year	Unemployed longer than a year	Total unemployed six months or longer	Unemployed six months to a year	Unemployed longer than a year	Total unemployed six months or longer
			%			
Atlantic provinces	20.6	9.4	30.0	19.2	8.3	27.5
Quebec	21.7	13.7	35.5	19.5	13.8	33.3
Ontario	20.1	7.9	28.0	14.6	6.9	21.4
Prairie provinces	18.5	5.5	24.0	16.2	7.6	23.8
B.C.	21.1	10.1	31.2	18.3	14.6	32.9

Source: Statistics Canada, The Labour Force Survey, unpublished data.

panied by an even more dramatic increase in the number of Canadians unemployed for six months or longer. Total unemployment lasting at least six months decreased somewhat as overall unemployment fell in the post-recession years. The decline in the number of persons unemployed for longer than one year, however, was very modest in the 1983-1985 period.

Long periods of unemployment, especially those lasting for more than a year, were especially prevalent among male workers aged 45 and older. As well, the incidence of periods of unemployment lasting six months or longer continued to grow in this age group in recent years. Long-term unemployment was most prevalent in British Columbia and Quebec, while the Atlantic provinces were also characterized by relatively high levels.

From Canadian Social Trends, spring 1987. Used with permission.

Appendix

A. Family Service America's Programs for Industry

Family Service America (FSA) believes that employees are the most valuable asset of any organization. Guided by this belief, the National Services to Industry (NSI) division of FSA is designed to benefit both employees and the businesses that they serve.

More specifically, NSI, in close cooperation with employers and organized labor, develops specialized employee-assistance programs (EAPs) that enable employers and employees to resolve the myriad human problems that can disrupt family life and job performance. Through FSA's national network of agencies, these services are delivered efficiently and effectively.

National Services to Industry designs and implements high-quality EAPs that include the following components:

- Policy and procedures based on the client corporation's unique needs, organizational structure, goals, and resources
- Employee communications that include ongoing printed materials directed to both employees and their families
- Comprehensive manager/supervisor training
- Central toll-free telephone services
- A service delivery system that includes initial screening and problem assessment, treatment planning, treatment and referral to a more specialized professional or facility, follow-up
- Meaningful utilization reports
- Evaluation

Family Service America's EAPs are customized to meet the specific needs of each client corporation. These services are delivered through an established network of 290 local accredited agencies with offices in more than 1,000 communities. Family Service America assumes direct responsibility for the services provided.

The goal of every NSI program is to resolve the problems employees may be experiencing and to prevent future problems. Under the program, the employee and

a trained professional counselor discuss the problem and develop a realistic plan for its resolution. If the individual concern is such that treatment is indicated, referral is made to the most appropriate resource, whether that resource be a Family Service America agency or another individual or facility.

National Services to Industry EAPs are able to treat problems ranging from alcohol abuse or dependency to legal difficulties, from marital problems to problems associated with elderly parents. In some situations, the issue may require a problem-resolution approach (treatment, counseling, and so forth); in other situations the issue may require a problem-prevention approach (for example, educational seminars). Regardless, treatment is monitored to ensure that the individual's needs are met. Follow-up prevents recurrence of the problem and new problems from emerging.

National Services to Industry has grown rapidly since the division was initiated in 1980. Currently, eleven for-profit and nonprofit organizations have implemented NSI programs covering more than 2,000,000 employees.

By resolving the problems in the workplace, we help alleviate the stresses in the family. By alleviating the stresses in the family today, we create better, happier, and more productive workers tomorrow.

B. Family Service America Agencies

Accredited Members
United States

ALABAMA

Birmingham
Family and Child Services
5201 Airport Hwy., Birmingham 35212
Telephone (205) 592-2630

Huntsville
Family Services Center
2003 Harvard Rd., Huntsville 35801
Telephone (205) 539-5717

Mobile
Family Counseling Center
6 S. Florida St., Mobile 36606
Telephone (205) 471-3466

Montgomery
Family Guidance Center
925 Forest Ave., Montgomery 36106
Telephone (205) 262-6669

ARIZONA

Phoenix
Family Service Agency
1530 E. Flower St., Phoenix 85014
Telephone (602) 264-9891

Jewish Family and Children's Service
2033 N. 7th St., Phoenix 85006
Telephone (602) 257-1904

Tucson
Family Counseling Agency
209 S. Tucson Blvd., Suite F, Tucson 85716
Telephone (602) 327-4583

ARKANSAS

North Little Rock
Family Service Agency of Central Arkansas
North Little Rock Community Center Bldg.
P.O. Box 500, 2700 N. Willow
North Little Rock 72115
Telephone (501) 758-1516

CALIFORNIA

Alameda
Alameda Family Service Agency
746 Eagle Ave., Alameda 94501
Telephone (415) 521-4151

Burlingame
Family Service Agency of San Mateo County
1870 El Camino Real, Burlingame 94010
Telephone (415) 692-0555

Glendale
Glendale Family Service Association
3436 N. Verdugo Rd., Glendale 91208
Telephone (818) 248-2286

Los Angeles
Family Service of Los Angeles
1521 Wilshire Blvd., Los Angeles 90017
Telephone (213) 484-2944

Oakland
Family Service of the East Bay
445 30th St., Oakland 94609
Telephone (415) 834-5433

Palo Alto
Family Service Mid-Peninsula
375 Cambridge Ave., Palo Alto 94306
Telephone (415) 326-6576

Pasadena
Foothill Family Service
118 S. Oak Knoll Ave., Pasadena 91101
Telephone (818) 795-6907, (213) 681-5232

Riverside
Family Service Association of Riverside
6927 Brockton Ave., Suite 1A,
Riverside 92506
Telephone (714) 686-3706

Sacramento
Family Service Agency of the
Greater Sacramento Area
709 21st St., Sacramento 95814
Telephone (916) 448-8284

San Bernardino
Family Service Agency of San Bernardino
1669 North E St., San Bernardino 92405
Telephone (714) 886-6737

San Diego
Family Service Association of San Diego
County
7645 Family Circle, San Diego 92111
Telephone (619) 279-0400

San Rafael
Family Service Agency of Marin County
1005 A St., Suite 307, San Rafael 94901
Telephone (415) 456-3853

Santa Barbara
Family Service Agency of Santa Barbara
123 W. Gutierrez St., Santa Barbara 93101
Telephone (805) 965-1001

Santa Rosa
Family Service Agency of Sonoma County
(Provisional Member Agency)
1212 Fourth St., Suite 0, Santa Rosa 95404
Telephone (707) 545-4551

Tustin
Family Service Association of Orange County
17421 Irvine Blvd., Tustin 92680
Telephone (714) 838-7377

COLORADO

Denver
Human Services
838 Grant St., Suite 200, Denver 80203
Telephone (303) 830-2714

CONNECTICUT

Bridgeport
Family Services--Woodfield
800 Clinton Ave., Bridgeport 06604
Telephone (203) 368-4291

Greenwich
Family Center
40 Arch St., P.O. Box 7550, Greenwich 06836
Telephone (203) 869-4848

Hartford
Catholic Charities/Catholic Family
Services--Archdiocese of Hartford
896 Asylum Ave., Hartford 06105
Telephone (203) 522-8241

Child and Family Services
1680 Albany Ave., Hartford 06105
Telephone (203) 236-4511

New Britain
Family Service
92 Vine St., New Britain 06052
Telephone (203) 223-9291

New Haven
Family Counseling of Greater New Haven
1 State St., New Haven 06511
Telephone (203) 865-1125

Jewish Family Service of New Haven
152 Temple St., New Haven 06510
Telephone (203) 777-6641

New London
Family Service Association of
Southern New London County
11 Granite St., New London 06320
Telephone (203) 442-4319

Norwalk
Family and Children's Aid of Greater Norwalk
138 Main St., Norwalk 06851
Telephone (203) 846-4203

Stamford
Family and Children's Services
60 Palmer's Hill Rd., Stamford 06902
Telephone (203) 324-3167

Torrington
Child and Family Services Northwest
564 Prospect Street, Torrington 06790
Telephone (203) 482-8561

Waterbury
Family Service Association of Waterbury
(Provisional Member Agency)
34 Murray St., Waterbury 06710
Telephone (203) 756-8317

West Hartford
Jewish Family Service of Greater Hartford
740 N. Main St., Suite A
West Hartford 06117
Telephone (203) 236-1927

DELAWARE

Wilmington
Family Service Delaware
809 Washington St., Wilmington 19801
Telephone (302) 654-5303

Delaware Adolescent Program
(Provisional Member Agency)
2113 Thatcher Street, Wilmington 19802
Telephone (302) 652-3445

DISTRICT OF COLUMBIA

Washington
Family and Child Services of Washington
929 L St., N.W., Washington 20001
Telephone (202) 289-1510

FLORIDA

Clearwater
Family Service Centers
2960 Roosevelt Blvd., Clearwater 33520
Telephone (813) 536-9427

Fort Lauderdale
Family Service Agency
3830 S.W. 2nd Ct., Fort Lauderdale 33312
Telephone (305) 587-7880

Jacksonville
Family Counseling Service
1639 Atlantic Blvd., Suite 101
Jacksonville 32207
Telephone (904) 396-4846

Miami
Family Counseling Services of Greater Miami
2190 N.W. Seventh St., Miami 33125
Telephone (305) 643-5700

Jewish Family Service of Greater Miami
1790 S.W. 27th Ave., Miami 33145
Telephone (305) 445-0555

Rockledge
Family Counseling Center of Brevard
220 Coral Sands Dr., P.O. Box 63
Rockledge 32955
Telephone (305) 632-5792

Sarasota
Family Counseling Center of Sarasota County
3205 S. Gate Circle, Sarasota 33579
Telephone (813) 955-7017, 953-4633

Tampa
Family Service Association of Greater Tampa
5800 N. Nebraska Ave., Tampa 33604
Telephone (813) 238-3727

West Palm Beach
Center for Family Services
2218 S. Dixie Hwy., West Palm Beach 33401
Telephone (305) 655-4483

GEORGIA

Atlanta
Child Service and Family Counseling Center
P.O. Box 7948, Station C
1105 W. Peachtree St., N.E., Atlanta 30357
Telephone (404) 873-6916, TDD 873-2092

Jewish Family Services
1605 Peachtree Rd., N.E., Atlanta 30309
Telephone (404) 873-2277

Augusta
Family Counseling Center/CSRA
(Provisional Member Agency)
801 Greene St., Augusta 30901
Telephone (404) 826-4469

Columbus
Family Counseling Center
102 7th St., Box 1825, Columbus 31902
Telephone (404) 327-3238

Macon
Family Counseling Center of Macon
and Bibb County
654 First St., Suite 8, Macon 31201
Telephone (912) 745-2811

Savannah
Parent and Child Development Services
312 E. 39th St., Savannah 31401
Telephone (912) 232-2390

HAWAII

Honolulu
Child and Family Service
200 N. Vineyard Blvd., Bldg. B
Honolulu 96817
Telephone (808) 521-2377

ILLINOIS

Champaign-Urbana
Family Service of Champaign County
405 S. State St., Champaign-Urbana 61820
Telephone (217) 352-0099

Chicago
American Red Cross Disaster and
Family Service
43 E. Ohio St., Chicago 60611
Telephone (312) 440-2000

Jewish Family and Community Service
1 S. Franklin St., Chicago 60606
Telephone (312) 346-6700, TTY 679-5992

Salvation Army Family Service
4800 N. Marine Dr., Chicago 60640
Telephone (312) 275-6233

United Charities of Chicago
14 E. Jackson Blvd., Chicago 60604
Telephone (312) 461-0800

Elgin
Family Service Association of
Greater Elgin Area
22 S. Spring St., Elgin 60120
Telephone (312) 695-3680

Highland Park
Family Service of South Lake County
(Provisional Member Agency)
777 Central Ave., Suite 17
Highland Park 60035
Telephone (312) 432-4981

Peoria
Counseling and Family Service
1821 N. Knoxville Ave., Peoria 61603
Telephone (309) 685-5287

Springfield
Family Service Center of Sangamon County
1308 S. 7th St., Springfield 62703
Telephone (217) 528-8406

INDIANA

Elkhart
Family Counseling Service of Elkhart County
101 E. Hively Ave., Elkhart 46517
Telephone (219) 295-6596

Evansville
Family and Children's Service
Mid-Town Center
305 S. Third Ave., Evansville 47708
Telephone (812) 425-5181

Fort Wayne
Family and Children's Service
2712 S. Calhoun St., Fort Wayne 46807
Telephone (219) 744-4326

Indianapolis
Family Service Association
615 N. Alabama St., Indianapolis 46204
Telephone (317) 634-6341

Kokomo
Family Service Association of Howard County
(Provisional Member Agency)
Armstrong-Landon Bldg., Suite 208
Kokomo 46901
Telephone (317) 457-9313

Lafayette
Family Service Agency of Tippecanoe County
225 N. 4th St., Lafayette 47901
Telephone (317) 423-5361

Muncie
Family Services of Delaware County
615 E. Washington St., Muncie 47305
Telephone (317) 284-7789

Terre Haute
Family Service Association in Terre Haute
619 Cherry St., Terre Haute 47807
Telephone (812) 232-4349

IOWA

Cedar Rapids
Family Service Agency
1330 First Ave., N.E., Cedar Rapids 52402
Telephone (319) 398-3574

Davenport
Family Resources
115 W. Sixth St., P.O. Box 190
Davenport 52805
Telephone (319) 323-1852

Des Moines
Family Counseling Center
507 Tenth St., Suite 401, Des Moines 50309
Telephone (515) 288-9020

Sioux City
Boys and Girls Home and Family Services
2601 Douglas St., Sioux City 51104
Telephone (712) 277-4031

KANSAS

Kansas City
Family and Children's Service
5424 State Ave., Kansas City 66102
Telephone (913) 287-1300

KENTUCKY

Lexington
Family Counseling Service
620 Euclid Ave., Lexington 40502
Telephone (606) 266-0425

Louisville
Family and Children's Agency
P.O. Box 3784, 1115 Garvin Pl.
Louisville 40201
Telephone (502) 583-1741

LOUISIANA

Alexandria
Family Counseling Agency
1404 Murray St., P.O. Box 1908
Alexandria 71309
Telephone (318) 448-0284

Baton Rouge
Family Counseling Service of
East Baton Rouge Parish
4727 Revere Avenue, Baton Rouge 70808
Telephone (504) 924-0123

Lake Charles
Family and Youth Counseling Agency
(Provisional Member Agency)
710 W. Prien Lake Rd., Suite 114
Lake Charles 70601
Telephone (318) 478-4891

New Orleans
Family Service of Greater New Orleans
2515 Canal St., Suite 201, New Orleans 70119
Telephone (504) 822-0800

Shreveport
Community Organization for Drug Abuse
Concerns (CODAC)
(Provisional Member Agency)
501 Jordan St., Shreveport 71101
Telephone (318) 227-8818

MAINE

Portland
Community Counseling Center
622 Congress St., Box 4016, Portland 04101
Telephone (207) 874-1030

MARYLAND

Baltimore
Family and Children's Services of
Central Maryland
204 W. Lanvale St., Baltimore 21217
Telephone (301) 669-9000

Jewish Family Services
5750 Park Heights Ave., Baltimore 21215
Telephone (301) 466-9200

Gaithersburg
Family Service of Montgomery County
One W. Deer Park Rd., Suite 201
Gaithersburg 20877
Telephone (301) 840-2000

MASSACHUSETTS

Boston
Family Service of Greater Boston
34-1/2 Beacon St., Boston 02108
Telephone (617) 523-6400

Cambridge
Cambridge Family and Children's Service
99 Bishop Richard Allen Dr., Cambridge 02139
Telephone (617) 876-4210

Concord
Concord Family Service Society
Community Agencies Bldg., Concord 01742
Telephone (617) 369-4909

Dedham
Family Service of Dedham
18 Norfolk St., Dedham 02026
Telephone (617) 326-0400

Fall River
Family Service Association
151 Rock St., Fall River 02720
Telephone (617) 678-7542

Fitchburg
Children's Aid and Family Service
47 Holt St., Fitchburg 01420
Telephone (617) 345-4147

Lawrence
Family Service Association of
Greater Lawrence
430 N. Canal St., Lawrence 01840
Telephone (617) 683-9505

Southbridge
Tri-Link
(Provisional Member Agency)
51 Everett St., Southbridge 01550
Telephone (617) 765-9101

Springfield
The Child and Family Service of Springfield
(Provisional Member Agency)
367 Pine St., Springfield 01105
Telephone (413) 737-1426

Worcester
Family Services of Central Massachusetts
31 Harvard St., Worcester 01609
Telephone (617) 756-4646

Jewish Family Service of Worcester
646 Salisbury St., Worcester 01609
Telephone (617) 755-3101

MICHIGAN

Ann Arbor
Child and Family Service of Washtenaw
2301 Platt Rd., P.O. Box 7054
Ann Arbor 48107
Telephone (313) 971-6520

Detroit
Catholic Social Services of Wayne County
9851 Hamilton Ave., Detroit 48202
Telephone (313) 883-2100

Family Service of Detroit and Wayne County
51 W. Warren Ave., Rm. 104, Detroit 48201
Telephone (313) 833-3733

Grand Rapids
Family Service Association of Kent County
1122 Leonard N.E., Grand Rapids 49503
Telephone (616) 774-0633

Jackson
Family Service and Children's Aid
of Jackson County
906 W. Monroe, Box 6128, Jackson 49204
Telephone (517) 787-7920

Lansing
Child and Family Services of Michigan,
Capitol Area
(Provisional Member Agency)
300 N. Washington, Suite 102, Lansing 48933
Telephone (517) 484-4455

Lapeer
Christian Family Services
441 Clay St., Lapeer 48446
Telephone (313) 664-4557

Mount Clemens
Catholic Social Services of Macomb County
(Provisional Member Agency)
235 S. Gratiot Ave., Mount Clemens 48043
Telephone (313) 468-2616

Macomb Family Services
57 Church St., Mount Clemens 48043
Telephone (313) 468-2656

Pontiac
Oakland Family Services
50 Wayne St., Pontiac 48058
Telephone (313) 332-8352

Royal Oak
Catholic Social Services of Oakland County
1424 E. Eleven Mile Rd., Royal Oak 48067
Telephone (313) 548-4044

Saginaw
Child and Family Service of Saginaw County
1226 N. Michigan Ave., Saginaw 48602
Telephone (517) 753-8491

Southfield
Jewish Family Service
24123 Greenfield Rd., Southfield 48075
Telephone (313) 559-1500

MINNESOTA

Minneapolis
Family and Children's Service
414 S. Eighth St., Minneapolis 55404
Telephone (612) 340-7444

St. Paul
Family Service of Greater Saint Paul
Suite 500, Nalpak Bldg.
333 On-Sibley St., St. Paul 55101
Telephone (612) 222-0311

Stillwater
Family Service of St. Croix Area
(Provisional Member Agency)
216 W. Myrtle, Stillwater 55082
Telephone (612) 439-4840

MISSISSIPPI

Ocean Springs
Gulf Coast Family Counseling Agency
929 Washington Ave., Ocean Springs 39564
Telephone (601) 875-6113

MISSOURI

Kansas City
Family and Children Services of Kansas City
3217 Broadway, Suite 500, Kansas City 64111
Telephone (816) 753-5280

St. Joseph
Family Guidance Center
910 Edmond, Suite 100, St. Joseph 64501
Telephone (816) 364-1501

St. Louis
Catholic Family Service
4140 Lindell Blvd., St. Louis 63108
Telephone (314) 371-4980

Family and Personal Support
Centers of Greater St. Louis
2650 Olive St., St. Louis 63103
Telephone (314) 371-6500, 533-8200

Jewish Family and Children's Service
9385 Olive Blvd., St. Louis 63132
Telephone (314) 993-1000

Lutheran Family and Children's
Service of Missouri
4625 Lindell Blvd., Suite 501
St. Louis 63108
Telephone (314) 361-2121

NEBRASKA

Lincoln
Family Service Association of Lincoln
1133 H St., Lincoln 68508
Telephone (402) 471-7929

Omaha
Family Service
2240 Landon Ct., Omaha 68102
Telephone (402) 345-9118

NEVADA

Las Vegas
Family Counseling Service
(Provisional Member Agency)
1170 S. Highland Dr., Las Vegas 89102
Telephone (702) 384-0934

NEW JERSEY

Absecon Highlands
Family Service Association of
Atlantic County
312 E. White Horse Pike
Absecon Highlands 08201
Telephone (609) 652-2377

Bound Brook
Family Counseling Service of Somerset County
339 W. 2nd St., Bound Brook 08805
Telephone (201) 356-1082

Camden
Family Counseling Service
(Provisional Member Agency)
217 S. 6th Street, Camden 08103
Telephone (609) 964-1990

Hackensack
Family Services of Bergen County
10 Banta Place, Hackensack 07601
Telephone (201) 342-9200

Jewish Family Service
20 Banta Place, Hackensack 07601
Telephone (201) 488-8340

Highland Park
Family Service Association of
Middlesex County
901 Raritan Ave., Highland Park 08904
Telephone (201) 572-0300

Morristown
Family Service of Morris County
62 Elm St., Morristown 07960
Telephone (201) 538-5260

Newark
Family Service Bureau of Newark
15 Fulton St., Newark 07103
Telephone (201) 624-0913

Nutley
Nutley Family Service Bureau
155 Chestnut St., Nutley 07110
Telephone (201) 667-1884

Orange
Family Service and Child Guidance Center
of the Oranges, Maplewood and Millburn
(Provisional Member Agency)
395 S. Center St., Orange 07050
Telephone (201) 675-3817

Pompton Lakes
Family Counseling Service of Passaic Valley
235 Wanaque Ave., Pompton Lakes 07442
Telephone (201) 839-2234

Princeton
Family Service Agency of Princeton
120 John St., Princeton 08542
Telephone (609) 924-2098

Summit
Family Service Association of Summit
43 Franklin Pl., Summit 07901
Telephone (201) 273-1414

Trenton
Family Service Association of
Trenton/Hopewell Valley
941 Whitehorse Mercerville Rd.
Suite 21, Trenton 08610
Telephone (609) 585-8400

Jewish Family Service of the Delaware Valley
51 Walter St., Trenton 08628
Telephone (609) 882-9317, (609) 924-0054,
(215) 493-8224

Wayne
Jewish Family Service of North Jersey
One Pike Dr., Wayne 07470
Telephone (201) 595-0111

NEW MEXICO

Albuquerque
Family and Children's Services
4401-C Lomas N.E., Albuquerque 87110
Telephone (505) 266-5837

Jewish Family Service/JFGA
(Provisional Member Agency)
12800 Lomas, N.E., Suite F
Albuquerque 87112
Telephone (505) 292-1521

NEW YORK

Albany
Center for Counseling
12 S. Lake Ave., Albany 12203
Telephone (518) 462-6531

Buffalo
Child and Family Services
330 Delaware Ave., Buffalo 14202
Telephone (716) 842-2750

Geneva
Family Counseling Service of the
Finger Lakes
(Provisional Member Agency)
91 Genesee St., Geneva 14456
Telephone (315) 789-2613

Hempstead
Family Service Association of Nassau County
129 Jackson St., Hempstead 11550
Telephone (516) 485-4600

New York
Jewish Board of Family and
Children's Services
120 W. 57th St., New York 10019
Telephone (212) 582-9100

Niagara Falls
Family and Children's Service of Niagara
826 Chilton Ave., Niagara Falls 14301
Telephone (716) 285-6984

Poughkeepsie
Family Service of Dutchess County
50 N. Hamilton St., Poughkeepsie 12601
Telephone (914) 452-1110

Rochester
Catholic Family Center
50 Chestnut St., Rochester 14604
Telephone (716) 546-7220

Family Service of Rochester
30 N. Clinton Ave., Rochester 14604
Telephone (716) 232-1840

Scarsdale
Scarsdale Family Counseling Service
(Provisional Member Agency)
403 Harwood Bldg., Scarsdale 10583
Telephone (914) 723-3281

Syracuse
Child and Family Service of
Syracuse and Onondaga County
(Provisional Member Agency)
678 W. Onondaga St., Syracuse 13204
Telephone (315) 474-4291

White Plains
Family Service of Westchester
470 Mamaroneck Ave., White Plains 10605
Telephone (914) 948-8004

NORTH CAROLINA

Asheville
Family Services Center
(Provisional Member Agency)
50 S. French Broad Ave., Asheville 28801
Telephone (704) 253-9314

Charlotte
United Family Services
301 S. Brevard St., Charlotte 28202
Telephone (704) 332-9034

Gastonia
Family Counseling Service of Gaston County
831 Majestic Court, Suite 5, Gastonia 28054
Telephone (704) 864-7704

Greensboro
Family and Children's Service of
Greater Greensboro
1301 N. Elm St., Greensboro 27401
Telephone (919) 373-1341

Hickory
Family Guidance Center
#17 Highway 64-70, S.E., Hickory 28601
Telephone (704) 322-1400

High Point
Family Service
410 Gatewood Ave., High Point 27260
Telephone (919) 889-6161

Raleigh
Family Services of Wake County
1100 Wake Forest Rd., Raleigh 27604
Telephone (919) 821-0790

Wilmington
Family Services of the Lower Cape Fear
2841 Carolina Beach Rd., P.O. Box 944
Wilmington 28402
Telephone (919) 392-7051

Winston-Salem
Family Services
610 Coliseum Dr., Winston-Salem 27106
Telephone (919) 722-8173

OHIO

Akron
Catholic Service League
640 N. Main St., Akron 44310
Telephone (216) 762-7481

Family Services of Summit County
212 E. Exchange St., Akron 44304
Telephone (216) 376-9494, TTY 376-9351

Jewish Family Service
3085 W. Market St., #102, Akron 44313
Telephone (216) 867-3388

Canton
Family Counseling Services of
Central Stark County
618 Second St., N.W., Canton 44703
Telephone (216) 454-7066

Cincinnati
Family Service of the Cincinnati Area
205 W. Fourth St., Textile Bldg., 2nd Floor
Cincinnati 45202
Telephone (513) 381-6300

Jewish Family Service
1710 Section Rd., P.O. Box 37904
Cincinnati 45222
Telephone (513) 351-3680

Cleveland
Catholic Counseling Center
1001 Huron Rd., R. 305, Cleveland 44115
Telephone (216) 696-6650

Center for Human Services
1240 Huron Rd., Cleveland 44115
Telephone (216) 241-6400

Jewish Family Service Association
of Cleveland, Ohio
2060 S. Taylor Rd., Cleveland 44118
Telephone (216) 371-2600

Columbus
Family Counseling and Crittenton Services
185 S. Fifth St., Columbus 43215
Telephone (614) 221-7608

Jewish Family Service
(Provisional Member Agency)
1175 College Ave., Columbus 43209
Telephone (614) 231-1890

Cuyahoga Falls
Northeast Summit Family Service
2100 Front St., Cuyahoga Falls 44221
Telephone (216) 928-1159

Dayton
Family Service Association
184 Salem Ave., Dayton 45406
Telephone (513) 222-9481, TTY 222-7921

Hamilton
Family Service of Butler County
111 Buckeye St., Hamilton 45011
Telephone (513) 868-3245

Lima
Regional Family Counseling
616 S. Collett St., Lima 45805
Telephone (419) 225-1040

Massillon
Family Counseling Services of
Western Stark County
51 North Ave. N.E., Massillon 44646
Telephone (216) 832-5043

Newark
Family Counseling Services
126 W. Church St., Newark 43055
Telephone (614) 349-7066

Toledo
Family Service of Northwest Ohio
1 Stranahan Sq., Suite 414, Toledo 43604
Telephone (419) 244-5511

Warren
Family Service Association
1704 North Rd., S.E., Heaton Square
Warren 44484
Telephone (216) 856-2907

Youngstown
Family Service Agency
535 Marmion Ave., Youngstown 44502
Telephone (216) 782-5664

OKLAHOMA

Oklahoma City
Sunbeam Family Services
616 N.W. 21st St., Oklahoma City 73103
Telephone (405) 528-7721

Tulsa
Family & Children's Service
650 S. Peoria, Tulsa 74120
Telephone (918) 587-9471

OREGON

Portland
Metropolitan Family Service
2281 N.W. Everett St., Portland 97210
Telephone (503) 228-7238

PENNSYLVANIA

Allentown
Family & Counseling Services of the
Lehigh Valley
411 Walnut St., Allentown 18102
Telephone (215) 435-9651

Erie
Family Services
United Way Bldg., 110 W. 10th St.
Erie 16501
Telephone (814) 454-6478

Harrisburg
Family and Children's Service
121 Locust St., Harrisburg 17101
Telephone (717) 238-8118

Lancaster
Family and Children's Service of
Lancaster County
630 Janet Ave., Lancaster 17601
Telephone (717) 397-5241

Langhorne
Family Service Association of Bucks County
1 Oxford Valley, Suite 300, Langhorne 19047
Telephone (215) 757-6916

Media
Family and Community Service of
Delaware County
100 W. Front St., Media 19063
Telephone (215) 566-7540

Norristown
Family Service of Montgomery County, Pa.
801 W. Main St., Norristown 19401
Telephone (215) 272-1520

Oil City
Family Service & Children's Aid
Society of Venango County
716 E. Second St., Oil City 16301
Telephone (814) 677-4005

Philadelphia
Episcopal Community Services
225 S. Third St., Philadelphia 19106
Telephone (215) 351-1400

Family Service of Philadelphia
311 S. Juniper St., Philadelphia 19107
Telephone (215) 875-3300

Jewish Family and Children's Agency of
Philadelphia
1610 Spruce St., Philadelphia 19103
Telephone (215) 545-3290

Pittsburgh
Family and Children's Service
921 Penn Ave., 4th Floor, Pittsburgh 15222
Telephone (412) 261-3623

Jewish Family and Children's Service
234 McKee Pl., Pittsburgh 15213
Telephone (412) 683-4900

Scranton
Family Service of Lackawanna County
615 Jefferson Ave., Room 102, Scranton 18510
Telephone (717) 342-3149

Warren
Family Services of Warren County
8 Pennsylvania Ave., W., Warren 16365
Telephone (814) 723-1330

West Chester
Family Service of Chester County
310 N. Matlack St., West Chester 19380
Telephone (215) 696-4900

Wilkes-Barre
Family Service Association of Wyoming Valley
73 W. Union St., Wilkes-Barre 18702
Telephone (717) 823-5144

York
Family Service of York and York County
800 E. King St., York 17403
Telephone (717) 845-6624

RHODE ISLAND

Newport
Child and Family Services of Newport County
24 School St., Newport 02840
Telephone (401) 849-2300

Pawtucket
Family Service Society of
Pawtucket and Vicinity
33 Summer St., Pawtucket 02860
Telephone (401) 723-2124

Providence
Family Service
55 Hope St., Providence 02906
Telephone (401) 331-1350

Jewish Family Service
229 Waterman St., Providence 02906
Telephone (401) 331-1244

Woonsocket
Woonsocket Family and Child Service
(Provisional Member Agency)
460 S. Main St., Woonsocket 02895
Telephone (401) 766-0900

SOUTH CAROLINA

Charleston
Family Service of Charleston County
Community Services Bldg.
30 Lockwood Blvd., Charleston 29401
Telephone (803) 723-4566

Columbia
Family Service Center
1800 Main St., P.O. Box 7876, Columbia 29202
Telephone (803) 733-5450

Greenville
Family Counseling Service--
Travelers Aid for Greenville County
844 E. Washington St., Box 10306
Federal Station, Greenville 29603
Telephone (803) 232-2434

Spartanburg
Services to Families
1070 Asheville Hwy., Spartanburg 29303
Telephone (803) 583-5802

TENNESSEE

Chattanooga
Family and Children's Services of
Chattanooga
Administrative Office
300 E. 8th St., Chattanooga 37403
Telephone (615) 755-2822

Knoxville
Child and Family Services of Knox County
114 Dameron Ave., Knoxville 37917
Telephone (615) 524-7483

Memphis
Family Service of Memphis
2400 Poplar Ave., Suite 500, Memphis 38112
Telephone (901) 324-3837

Nashville
Family and Children's Service
201 23rd Ave. N., Nashville 37203
Telephone (615) 327-0833

TEXAS

Amarillo
Family Guidance Center of Amarillo
900 S. Lincoln, Amarillo 79101
Telephone (806) 372-3202

Austin
Child and Family Service
2001 Chicon, Austin 78722
Telephone (512) 478-1648

Beaumont
Family Services Association
447 Orleans St., Suite 211, Beaumont 77701
Telephone (409) 833-2668

Corpus Christi
Family Counseling Service
3833 S. Staples, Suite 34
Corpus Christi 78411
Telephone (512) 852-9665

Dallas
Family Guidance Center
2200 Main St., Dallas 75201
Telephone (214) 747-8331

El Paso
Family Service of El Paso
2930 N. Stanton St., El Paso 79902
Telephone (915) 533-2491

Fort Worth
Family Service
1424 Hemphill, Fort Worth 76104
Telephone (817) 927-8884

Galveston
Family Service Center of Galveston County
2128 Ave. P, Galveston 77550
Telephone (409) 762-8636

Houston
Family Service Center
4625 Lillian St., Houston 77007
Telephone (713) 861-4849

Jewish Family Service
4131 S. Braeswood Blvd., P.O. Box 20548
Houston 77225
Telephone (713) 667-9336

Midland
Family Services of Midland, Texas
3000 N. Garfield, Suite 215, Midland 79705
Telephone (915) 685-0174

San Antonio
Family Service Association of San Antonio
230 Pereida St., San Antonio 78210
Telephone (512) 226-3391

Jewish Family Service
8438 Ahern Dr., San Antonio 78216
Telephone (512) 349-5481

Waco
Family Counseling and Children's Services
3700 W. Waco Dr., Waco 76710
Telephone (817) 753-1509

VIRGINIA

Falls Church
Northern Virginia Family Service
100 N. Washington St., Suite 400
Falls Church 22046
Telephone (703) 533-9727

Hampton
Peninsula Family Service and Travelers Aid
1520 Aberdeen Rd., P.O. Box 7315
Hampton 23666
Telephone (804) 838-1960

Lynchburg
Family Service of Central Virginia
1010 Miller Park Square, Lynchburg 24501
Telephone (804) 845-5944

Norfolk
Family Services
222 19th St. W., Norfolk 23517
Telephone (804) 622-7017

Portsmouth
Child and Family Service
1805 Airline Blvd., Portsmouth 23707
Telephone (804) 397-2121, 397-3311, 399-8008

Richmond
Family and Children's Service of Richmond
1518 Willow Lawn Dr., Richmond 23230
Telephone (804) 282-4255

Roanoke
Family Service of Roanoke Valley
518 Carlton Terrace Bldg.
920 S. Jefferson St., Roanoke 24016
Telephone (703) 344-3253

WASHINGTON

Seattle
Family Services
500 Lowman Bldg., 107 Cherry St.
Seattle 98104
Telephone (206) 447-3883

Spokane
Family Counseling Service
369 Paulsen Bldg., Spokane 99201
Telephone (509) 838-4128

Tacoma
Family Counseling Service
1008 S. Yakima Ave., Tacoma 98405
Telephone (206) 627-6105

WEST VIRGINIA

Wheeling
Children and Family Service Association
51 11th St., Wheeling 26003
Telephone (304) 232-6730, 233-2350

WISCONSIN

Beloit
Family Service Association of Beloit
423 Bluff St., Beloit 53511
Telephone (608) 365-1244

Green Bay
Family Service Association of Brown County
131 S. Madison St., Green Bay 54301
Telephone (414) 437-7071

Madison
Family Service
214 N. Hamilton St., Madison 53703
Telephone (608) 251-7611

Milwaukee
Family Service of Milwaukee
2819 W. Highland Blvd., P.O. Box 08434
Milwaukee 53208
Telephone (414) 342-4560

Jewish Family Services
1360 N. Prospect Ave., Milwaukee 53202
Telephone (414) 273-6515

Lutheran Social Services of Wisconsin
and Upper Michigan
3200 W. Highland Blvd., Milwaukee 53208
Telephone (414) 342-7175

Racine
Family Service of Racine
420 Seventh St., Racine 53403
Telephone (414) 634-2391

Waukesha
Family Service of Waukesha County
414 W. Moreland Blvd., Waukesha 53188
Telephone (414) 547-5567

Accredited Members
Canada

ALBERTA

Calgary
Jewish Family Service
(Provisional Member Agency)
#200, 4014 McLeod Trail S., Calgary T2G 2R7
Telephone (403) 287-3510

Edmonton
Catholic Social Services
8815-99th St., Edmonton T6E 3V3
Telephone (403) 432-1137

Family Service Association of Edmonton
Commonwealth Bldg., 9912-106th St.
Edmonton T5K 1C5
Telephone (403) 423-2101

Lethbridge
Lethbridge Family Services
515-7th St., S., 3rd Floor
Lethbridge T1J 2G8
Telephone (403) 327-5724

BRITISH COLUMBIA

Vancouver
Catholic Family Service
(Provisional Member Agency)
150 Robson St., Vancouver V6B 2A7
Telephone (604) 683-0281

Family Services of Greater Vancouver
1616 W. Seventh Ave., Vancouver V6J 1S5
Telephone (604) 731-4951

MANITOBA

Winnipeg
Family Services of Winnipeg
287 Broadway, 4th Floor, Winnipeg R3C 0R9
Telephone (204) 947-1401

ONTARIO

Windsor
Family Service Bureau of Windsor
and Essex County
450 Victoria Ave., Windsor N9A 6T7
Telephone (519) 256-1831

Affiliate Members
United States

CALIFORNIA

Sacramento
Family Service Council of California
1100 -11th St., Suite 305, Sacramento 95814
Telephone (916) 447-7711

DISTRICT OF COLUMBIA

Washington
DOD Family Policy Office
OASD (FMP) FPO, Room 3A-272
Pentagon Bldg. G, Washington 20301
Telephone (202) 697-7191

FLORIDA

Orlando
Family Service Center
Naval Training Station, NTS 20, Bldg. 105,
NTC, Orlando 32813
Telephone (305) 646-4213

ILLINOIS

Springfield
Illinois Association of Family
Service Agencies
P.O. Box 813, Springfield 62705
Telephone (217) 522-5566

INDIANA

Bloomington
Family Service Association of Monroe County
431-1/2 S. College Ave., Bloomington 47401
Telephone (812) 339-1551, 339-0009

Mishawaka
Family and Children's Center
1411 Lincoln Way W., Mishawaka 46544
Telephone (219) 259-5666

Muncie
Family Service Council of Indiana
615 E. Washington St., Muncie 47305
Telephone (317) 284-7789

MASSACHUSETTS

Framingham
Jewish Family Service of Greater Framingham
14 Vernon St., Framingham 01701
Telephone (617) 875-3100

Hanscom Air Force Base
Family Support Center
3245 ABG/FS, Hanscom Air Force Base 01731
Telephone (617) 377-4222

MICHIGAN

Detroit
International Institute of
Metropolitan Detroit
111 E. Kirby, Detroit 48202
Telephone (313) 871-8600

Lansing
Michigan Federation of Private
Child and Family Agencies
230 N. Washington Sq., Suite 200
Lansing 48933
Telephone (517) 485-8552

NEW JERSEY

Bloomfield
League for Family Service-
Bloomfield/Glen Ridge
29 Park St., Bloomfield 07003
Telephone (201) 743-3737

West Orange
Main Street Counseling Center
242 Main St., West Orange 07052
Telephone (201) 736-2041

NEW YORK

Garden City
Family Life Center
101 Kensington Rd., Garden City 11530
Telephone (516) 746-1709

New York
Budget and Credit Counseling Services
115 E. 23rd St., 11th Floor, New York 10010
Telephone (212) 677-3066

Rome
Rome Family Services
214 W. Court St., Rome 13440
Telephone (315) 336-3090

OHIO

Columbus
Family Service Council of Ohio
360 S. Third St., Suite 102, Columbus 43215
Telephone (614) 461-1476

Steubenville
Family Service Association of Steubenville
248 N. 5th St., P.O. Box 1027
Steubenville 43952
Telephone (614) 283-4763

PENNSYLVANIA

Lewistown
Community Counseling Center
P.O. Box 932, 26 N. Brown St.
Lewistown 17044
Telephone (717) 248-6611

Philadelphia
Navy Family Service Center
Bldg. 888, Naval Station, Philadelphia 19112
Telephone (215) 897-5126, 897-5127

Trucksville
Pennsylvania Council of Family Agencies
163 Highland Ave., Trucksville 18708
Telephone (717) 696-1250

West Hazleton
United Charities
107 Madison Ave., West Hazleton 18201
Telephone (717) 455-1529

SOUTH CAROLINA

Charleston
Charleston County Department of
Social Services
409 County Center, Charleston 29403
Telephone (803) 792-7290

TEXAS

Boerne
Hill Country Family Services
615-3 S. Main St., Boerne 78006
Telephone (512) 249-8643

VIRGINIA

Danville
Social Service Bureau
P.O. Box 3300, Danville 24543
Telephone (804) 799-6537

WISCONSIN

Madison
Wisconsin Association of Family and
Children's Agencies
30 W. Mifflin, Suite 908, Madison 53703
Telephone (608) 257-5939

Thiensville
Family Services of Mequon-Thiensville
216 Green Bay Rd., Suite 204
Thiensville 53092
Telephone (414) 242-4810

Affiliate Members
Canada

ONTARIO

Chatham
Chatham-Kent Community and Family Services
P.O. Box 880, 59 Adelaide St. S.
Adelaide Square, Chatham N7M 5L3
Telephone (519) 354-6221

Toronto
Ontario Association of Family Service
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Family Service America

Family Service America (FSA) is the headquarters organization of a nonprofit, voluntary movement to strengthen family life. Founded in 1911, FSA has 290 local family service agencies in its membership. The members are located throughout the United States and Canada.

Family Service America works for the development of family-oriented policies and practices by public and private institutions. It provides technical assistance to its members and speaks and publishes for families and family service agencies.

Family Service America members are also nonprofit, voluntary organizations. They are guided by volunteer board members and staffed predominantly by 7,000 professional social workers, 1,000 paraprofessionals, and 2,000 support staff.

Family Service America members offer individual and family counseling, educational activities, and other programs to protect and advance the interests of families in all walks of life. FSA members deal with a wide range of problems, including family violence, aging, marital difficulties, parent-child relationships, alcohol and drug problems, physical and emotional illnesses, unemployment, trouble on the job, and home health care.

Beneficiaries of Family Service America and its members are all families, some benefiting indirectly through the work of the FSA organizations. In 1986, 1,100,000 families were served, involving more than 3,000,000 persons.

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